



THE PRINCE GEORGE'S COUNTY GOVERNMENT

Office of Audits and Investigations


May 12, 2022

MEMORANDUM

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: Isabel Williams 
Senior Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-031-2022 Collective Bargaining Agreement – American Federation of State,
County, and Municipal Employees (AFSCME) and affiliated locals 2462, 2735, 3389,
and 1170.

CR-052-2022 – Compensation and Benefits – American Federation of State, County,
and Municipal Employees (AFSCME), Salary Schedule A

CB-031-2022 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-052-2022 (*Proposed and introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to the Government Operations and Fiscal Policy Committee

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures totaling approximately \$17,022,814 over Fiscal Years 2023 and 2024

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Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-031-2022, proposed by the Chair at the request of the County Executive, was presented on May 3, 2022. CR-052-2022, proposed by the Chair at the request of the County Executive, and sponsored by Council Members Hawkins, Streeter, Taveras, Turner, Dernoga, Glaros, Harrison, Franklin, and Ivey, was introduced on May 3, 2022. Both were referred to the Government Operations and Fiscal Policy (GOFP) Committee. This legislative package is the first of the County’s collective bargaining agreements and salary schedules for Fiscal Years 2023 and 2024 submitted for Council approval.

Prince George’s County, Maryland, and the American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated locals 2462, 2735, 3389 have completed labor negotiations on a two-year labor agreement covering Fiscal Years 2023 and 2024. CB-031-2022 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-035-2022 amends the corresponding Salary Schedule A for employees covered under the agreement.

Current Law/Background:

The Prince George’s County Charter Section 908 authorizes County employees to participate in the formulation and implementation of personnel policies affecting their employment, and to have the right to organize and bargain collectively through representatives of their own choosing, subject to any procedural regulations provided by the County Council by law.

Resource Personnel:

- Christina Noone, Administrative Assistant, Office of Human Resources Management
 - Shawn Y. Stokes, Director, Office of Human Resources Management
 - Angela M. Beasley, Esq., Deputy Director, Office of Human Resources Management
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Discussion/Policy Analysis:

The Agreement between the County and AFSCME governs wages and certain other terms and conditions of employment civilian employees within the Department. Details of modifications to

the Agreement and salary plan are presented in the County Executive’s Cover Letter and the Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

Wages:

- Article 12 contains provisions for
 - 3% Cost-of-Living Allowances (COLAs) effective the first pay period in January of each year of the agreement;
 - merit increases on anniversary dates in each year of the agreement; and
 - a 3.5% adjustment to the maximum wage scale occurring in each fiscal year of the agreement.

Premium and Differential Pay; Uniform Allowances

- Paragraph G of Article 15 provides for several amendments to certification pays to incentivize employees to obtain and maintain certifications. Several certification pays were increased and expanded to include other agencies with employees that are members of AFSCME as well.
- Paragraph H of Article 15 increases the annual pay for employees required to speak a second language from \$600 to \$800 per year and provides that the payment be made in the employee’s paycheck in 2 lump sums.
- Paragraph C of Article 16 increases differential pay for:
 - field personnel and mechanics assigned to the Highway Maintenance Division, from seventy-five cents (\$0.75) to one dollar and seventy-five cents (\$1.75) an hour; and
 - Animal Control Officers and Office of Central Services maintenance staff who are permanently assigned to the Correctional Center from one dollar (\$1.00) to one dollar and seventy-five cents (\$1.75) an hour.
- Paragraph D of Article 16 increases the shift differential pay for covered employees from one dollar and thirty cents (\$1.30) to one dollar and seventy-five cents (\$1.75) an hour.
- Paragraph E of Article 17 increases the uniform allowance for Animal Control Officers from six hundred twenty-five dollars (\$625.00) to six hundred fifty dollars (\$650.00).
- Paragraph J of Article 17 adds a clothing allowance for Public Safety Aides in the Health Department of six hundred dollars (\$600.00), effective the first full pay period of July 2022, and three hundred dollars (\$300.00) every year thereafter, paid in one installment in July of each fiscal year.

Annual Leave

- Paragraph A of Article 27 was modified to reflect the annual leave earnings in the same format as Section 16-220 of the Personnel Law for clarity. The adjustments are shown in the chart below:

<u>Years of Service</u>	<u>Days Earned Per Pay Period</u>	<u>Hours Earned Per Pay Period</u>
0-3	0.50	4
4-15	0.75	6
16+	1	8

Administrative Leave for Educational Purposes

- Paragraph B of Article 41 was added to reference the section of the Personnel Law that allows Appointing Authorities to utilize Administrative Leave for authorized educational purposes.

Fiscal Impact:

Direct Impact

The Office of Management and Budget (OMB) estimates that the realized fiscal impact of cost-of-living adjustments (COLAs) and merit payments to be paid out in Fiscal Year 2023 and 2024 is approximately \$10,567,141. OMB further estimates the fiscal impact of additional certification pays, differential pays, language services pays and clothing allowances to be approximately \$733,322, and Hazard Pay to account for another \$5,722,351. Approval of the Agreement and implementation of the accompanying salary schedule will cost approximately \$17,022,814 over two fiscal years.

Indirect Impact

Enactment of CB-031-2022 and adoption of CR-052-2022 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

N/A

Effective Date:

CB-031-2022 shall be effective forty-five (45) calendar days after it becomes law; CR-052-2022 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2022.

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