

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**2025 Legislative Session**

Bill No. CB-005-2025

Chapter No. 47

Proposed and Presented by Council Members Dernoga, Oriadha and Ivey

Introduced by Council Members Dernoga, Oriadha, Ivey, Watson, Olson and Hawkins

Co-Sponsors Council Members Adams-Stafford

Date of Introduction October 21, 2025

**BILL**

1 AN ACT concerning

2 Minimum Wage Indexing

3 For the purpose of indexing Prince George’s County’s minimum wage to the Consumer Price  
4 Index and addressing the adverse impact on Direct Support Professionals.

5 BY repealing and reenacting with amendments:

6 SUBTITLE 13A. LABOR CODE.

7 Section 13A-117

8 The Prince George's County Code

9 (2023 Edition; 2024 Supplement).

10 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,  
11 Maryland, that Section 13A-117 of the Prince George's County Code be and the same is hereby  
12 repealed and reenacted with the following amendments:

13 **SUBTITLE 13A. LABOR CODE.**

14 **DIVISION 2. MINIMUM WAGE.**

15 **Sec. 13A-117. Payment of minimum wage required.**

16 \* \* \* \* \*

17 (g) Minimum Wage Index

18 (1) Subject to subsections (h) and (i) of this section and except as provided in  
19 paragraph (3) of this subsection, for the 6–month period beginning January 1, 2026, and each  
20 subsequent 12–month period beginning July 1, 2026, the minimum wage rate is the minimum  
21 wage rate in effect for the immediately preceding 12–month period and the lesser of:

1 (A) The average percentage growth in the Consumer Price Index for the  
2 immediately preceding 12-month period, as determined by the Director of Finance under  
3 paragraph (2); or

4 (B) five percent (5%).

5 (2) Beginning [March] September 1, 2025, and each [March] September 1 thereafter,  
6 the Director of Finance shall determine and announce the average percentage growth, if any, in  
7 the Consumer Price Index based on the immediately preceding 12-month Period for which data  
8 is available on [March] September 1. The Director of Finance shall utilize the Consumer Price  
9 Index for All Urban Consumers (CPI-U) for the Washington-Arlington-Alexandria area  
10 published by the Federal Bureau of Labor Statistics.

11 (3) If the Director of Finance determines that there is a decline or no growth in the  
12 Consumer Price Index, the minimum wage rate shall remain the same as the rate that was in  
13 effect for the immediately preceding 12-month period.

14 (h) Temporary Suspension of Minimum Wage Indexing Due to Negative Employment  
15 Growth.

16 (1) Subject to paragraph (4) of this subsection, on or before [March] September 1,  
17 2025, and [March] September 1 each year thereafter, the Director of Finance shall determine  
18 whether the seasonally adjusted total employment from the Current Employment Statistics series  
19 as reported by the U.S. Bureau of Labor Statistics for the most recent 6-month period is negative  
20 as compared with the immediately preceding 6-month period and shall inform the County  
21 Council.

22 (2) Subject to paragraph (4) of this subsection, the County Council may temporarily  
23 suspend an increase to the minimum wage rate specified under subsection (g) of this section if  
24 the County Council determines under paragraph (1) of this subsection that the seasonally  
25 adjusted total employment is negative.

26 (3) If the seasonally adjusted total employment is negative, the County Council may  
27 consider the performance of County revenues in the previous 6 months, as reported by the  
28 Director of Finance, in determining whether to temporarily suspend an increase to the minimum  
29 wage rate specified under subsection (g) of this section.

30 (4) If the County Council temporarily suspends an increase to the minimum wage rate  
31 specified under subsection (g) of this section:

1 (A) the minimum wage rate in effect for the period beginning the following July  
 2 1 shall remain the same as the rate that was in effect for the immediately preceding 12-month  
 3 period;

4 (B) the remaining minimum wage rates specified in subsection (g) of this section  
 5 shall take effect 1 year later than the date specified; and

6 (C) the County Council shall notify the Director of Finance that the minimum  
 7 wage rate increase for the period beginning the following July 1 is suspended for 1 year.

8 [(i) To ensure that the wages for Direct Support Professionals (DSP) are commensurate  
 9 with the professional positions that they occupy, any minimum wage increases that result in the  
 10 average DSP wage falling twenty percent (20%) below the minimum wage be carefully  
 11 considered.]

12 (i) Direct Support Professionals. In order to ensure that the wages for Direct Support  
 13 Professionals are commensurate with the professional positions that they occupy, and to ensure  
 14 that the County is financially capable of funding the Direct Support Professionals Wage  
 15 Supplement, except as provided in paragraph (2), the County shall include in the annual  
 16 operating budget an amount determined as follows:

17 (1) For every percentage increase in the minimum wage rate determined under  
 18 subsection (g), reduced by the amount of the percentage increase in the State Direct Support  
 19 Professionals reimbursement rate for the fiscal year, the County will increase the total Direct  
 20 Support Professionals Wage Supplement by such percentage multiplied by the prior calendar  
 21 year’s total wages and employee related expenses for County Direct Support Professionals  
 22 reported to the State.

23 (2) Notwithstanding the provisions of paragraph (1), above, if the County Council is  
 24 concerned about the Spending Affordability Committee Report and impacts on the County  
 25 General Fund, the County Council may take any of the following actions:

26 (A) reduce the increase in the minimum wage rate determined under Subsection  
 27 (g) by up to two percent (2%); or

28 (B) reduce or freeze the increase of total Direct Support Professionals Wage  
 29 Supplement.

30 SECTION 2. BE IT FURTHER ENACTED that the provisions of this Act are hereby  
 31 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,

1 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of  
2 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining  
3 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this  
4 Act, since the same would have been enacted without the incorporation in this Act of any such  
5 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,  
6 or section.

7 SECTION 3. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)  
8 calendar days after it becomes law.

Adopted this 17<sup>th</sup> day of November, 2025.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Edward P. Burroughs III  
Chair

ATTEST:

\_\_\_\_\_  
Donna J. Brown  
Clerk of the Council

APPROVED:

DATE: \_\_\_\_\_ BY: \_\_\_\_\_  
Aisha N. Braveboy  
County Executive

KEY:  
Underscoring indicates language added to existing law.  
[Brackets] indicate language deleted from existing law.  
Asterisks \*\*\* indicate intervening existing Code provisions that remain unchanged.

\* \* \* \* \*