

# PRINCE GEORGE'S COUNTY COUNCIL

## COMMITTEE REPORT

2024 Legislative Session

---

**Reference No.:** CB-101-2024

**Draft No.:** 1

**Committee:** COW

**Date:** October 8, 2024

**Action:** FAV

---

**REPORT:** Committee Vote: Favorable 10-0 (Council Members Ivey, Harrison, Dernoga, Blegay, Burroughs, Fisher, Hawkins, Olson, Oriadha, and Watson)

The Prince George's County Council, sitting as the Committee of the Whole, convened on October 8, 2024, to consider **CB-101-2024**. An act concerning a Collective Bargaining Agreement for Council 3, American Federation of State, County and Municipal Employees (**AFSCME**), AFL-CIO, and its affiliated Locals 2462, 2735, 3389, and 1170.

Council staff provided an overview of this legislation, which codifies an agreement with Prince George's County and AFSCME. Employees covered by this Agreement will receive a three percent (3%) Cost of Living Adjustment in Fiscal Year 2025, effective the first full pay period in April 2025.

In Fiscal Year 2026, employees covered by this Agreement will receive a two percent (2%) Cost of Living Adjustment effective the first full pay period in April 2026.

During Fiscal Years 2025 and 2026 - Employees covered by this Agreement who are otherwise eligible, shall receive a regular **3.5%** merit increase on the anniversary of their hire/rehire date with the County.

b. Fiscal Year 2026 - Employees covered by this Agreement who are otherwise eligible, shall receive a regular **3.5%** merit increase on the anniversary of their hire/rehire date with the County.

Employees within the minimum to maximum rate range will receive a ten percent (10%) salary increase upon promotion or reallocation to a higher grade, provided that the employee's salary rate upon promotion shall not be at a rate less than the minimum rate or in excess of the maximum rate.

The full terms of the agreement are attached to the legislation.

Because of the proposed modifications to the salary schedule, the enactment of CB-101-2024 and adoption of CR-088-2024, the accompanying salary plan, are estimated to have a total adverse fiscal impact on the County for fiscal years 2025 and 2026 of approximately \$11.26 million.

Ms. Sakinda Skinner, representing the Office of the County Executive, requested a favorable vote.

The Office of Law has reviewed this legislation and finds it to be in proper legislative form with no legal impediments to its enactment.

After discussion, the County Council, sitting as the Committee of the Whole voted favorably on CB-101-2024, 10-0.