October 14, 2025

FISCAL AND POLICY NOTE

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

Karen T. Zavakos
Acting Deputy Council Administrator

THRU: Lavinia A. Baxter
Senior Legislative Budget and Policy Analyst

FROM: Malcolm Moody *MM*
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CR-112-2025 Compensation and Benefits, Sheriff Officials

CR-112-2025 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

Assigned to the Health, Human Services, and Public Safety (HHSPS) Committee

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A RESOLUTION CONCERNING COMPENSATION AND BENEFITS, SHERIFF OFFICIALS - SALARY SCHEDULE "S-O" SCHEDULE OF PAY GRADES for the purpose of amending the Salary Plan of the County to reflect wage and benefit modifications of Sheriff Officials.

Fiscal Summary

Direct Impact

Expenditures: Increased expenditures of approximately $175,568 for Fiscal Year 2025 and Fiscal Year 2026 will be required for cost-of-living (COLAs) adjustments and merit payments.

Revenue: No direct revenue impact.

Indirect Impact

No indirect impact.

Legislative Summary:

CR-112-2025, proposed by the Chair at the request of the County Executive, was introduced on October 7, 2025, and was referred to the Health, Human Services, and Public Safety (HHSPS) Committee. The Resolution would amend the Salary Plan of the County to reflect certain wage and benefit modifications of Sheriff officials.

Current Law/Background:

The Prince George's County Code §903[1] outlines that classified and exempt service employees will have their salaries and wages determined in accordance with classification and salary plans. This section also describes that classification, and salary plans become effective once submitted by the County Executive to the County Council for legislative action. If legislative action is not taken within sixty calendar days of submission, then the plan will become approved.

Resource Personnel:

- Christina Noone, Administrative Assistant, OHRM
- Gitana Stewart-Ponder, Acting Director, OHRM

Discussion/Policy Analysis:

The Agreement between the County and the Prince George's Police Officials (Captains, Majors & Master Majors) provides for wages and certain other terms and conditions of employment.

Details of modifications to the Agreement and Salary Schedule F-O are presented in the County Executive's Cover Letter and Summary of Modifications attachment for the proposed legislation. The notable modifications in the agreement are as follows:

- *Article 1 – Cost of Living and Merits*
    - Cost of Living Adjustment (COLA) of 2.75% is effective on April 6, 2025. A COLA of 2.5% is effective on January 11, 2026.

[1] Prince George's County Code §903 – Salaries and Wages.

  - Employees eligible for a regular merit increase in FY 2025 (July 1, 2024, through June 30, 2025) will receive a merit increase on their initial hire/rehire anniversary date in FY 2025.
  - Employees eligible for a regular merit increase in FY 2026 (July 1, 2025, through June 30, 2026) will receive a merit increase on their initial hire/rehire anniversary date in FY 2026.
- *Article 21 – Equipment*
  - When issued equipment, excluding agency vehicles, is damaged or lost. The employees are required to reimburse the Department for the actual cost of repair or replacement.[2]
    - 1st Occasion: Reimbursement limited to no more than $400.00
    - 2nd Occasion: Reimbursement limited to no more than $600.00
    - Afterwards, employees shall reimburse the Department for the actual cost of repair or replacement of the lost or damaged equipment. Employees are not charged more than the depreciated value of the lost or damaged equipment[3].
  - Employees retain the right to bring personal property into the workplace. Management retains the right to remove any item of personal property when the item's presence violates existing laws or policies, creates a workplace safety concern, or interferes with the normal operation of the Department.
  - Employees are responsible for personal property brought into the workplace. The County is not responsible for the theft, damage, or destruction of personal property brought into the workplace.

Fiscal Impact:

- *Direct Impact*

According to the Office of Management and Budget (OMB), the adoption of CR-112-2025 will have an adverse fiscal impact on the County in the form of additional expenditures due to the COLAs and merit payments to be paid out in Fiscal Years 2025 and 2026 will be approximately $175,568. In total, the agreement will cost approximately $175,568 over two fiscal years, which currently covers eleven (11) employees.

- *Indirect Impact*

Adoption of CR-112-2025 should not have an indirect fiscal impact on the County.

[2] After any insurance coverage or equipment replacement provision included in the provider contract is applied. Employees are not charged if the property being lost or damaged was not caused by negligence or intentional misconduct.
[3] Reimbursement either through direct payments or payroll deductions. Failure to make payment or provide written authorization of payroll deductions shall result in disciplinary action.

- *Appropriated in the Current Fiscal Year Budget*

Yes

Effective Date of Proposed Legislation:

The Act shall take effect forty-five (45) days after it becomes law.

If you require additional information, or have questions about this fiscal impact statement, please reach out to me via phone or email.