





October 4, 2024

FISCAL AND POLICY NOTE

TO: Jennifer A. Jenkins
Council Administrator

Colette R. Gresham, Esq.
Deputy Council Administrator

THRU: Josh Hamlin 
Director of Budget and Policy Analysis

FROM: Roger G. Banegas 
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement
CB-104-2024 Collective Bargaining Agreement – Council 3, American Federation of State, County, and Municipal Employees (AFSCME) and its affiliated Local 241 (School Crossing Guards)

CR-091-2024 – Compensation and Benefits – Council 3, American Federation of State, County, and Municipal Employees (AFSCME) and its affiliated Local 241 (School Crossing Guards), Salary Schedule X

CB-104-2024 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-091-2024 (*Proposed and sponsored by:* The County Executive, Council Members Ivey, Olson, Watson, Hawkins, Dernoga, and Oriadha)

Assigned to the Committee of the Whole

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures of approximately \$608,635 over fiscal years 2025 and 2026 will be required for salary increases and other compensation adjustments

Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-104-2024¹, proposed by the Chair at the request of the County Executive, was presented on September 24, 2024. **CR-091-2024**², proposed by the Chair at the request of the County Executive and sponsored by Council Members Ivey, Olson, Watson, Hawkins, Dernoga, and Oriadha, was introduced on September 24, 2024. The Collective Bargaining Agreement (CBA) between Prince George's County, Maryland, and Council 3, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated Local 241 (School Crossing Guards) have completed labor negotiations for a new labor agreement (Agreement) covering Fiscal Years 2025 and 2026. CB-104-2024 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f)(15) of the Personnel Law, and CR-091-2024 amends the corresponding Salary Schedule X 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, OHRM
 - Jared M. McCarthy, Acting Director, OHRM
 - Gitana Y. Stewart-Ponder, Deputy Director, OHRM
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Discussion/Policy Analysis:

The Agreement between Prince George's County, Maryland and Council 3, American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, and its affiliated Local 241 provides for wages and certain other terms and conditions of employment for personnel classifications certified by the Prince George's County Public Employee Relations Board and as amended by the Office of Human Resources Management from time to time.

¹ [CB-104-2024](#)

² [CR-091-2024](#)

Details of modifications to the Agreement and Salary Schedule X are presented in the County Executive's Cover Letter and Settlement Summary for the proposed legislation. Notable modifications to the agreement are as follows:

- *Cost of Living Adjustments*
 - FY 2025: Employees covered by this agreement with at least 5 years of service as of July 1, 2024, will receive a Cost-of-Living Adjustment of five percent (5%) in Fiscal Year 2025, to be effective July 1, 2024. Employees covered by this agreement with less than 5 years of service as of July 1, 2024, will not receive a Cost of Living Adjustment in Fiscal Year 2025.
 - FY 2026: Employees covered by this agreement will receive a Cost-of-Living Adjustment of two and three-quarter percent (2.75%) in Fiscal Year 2026, to be effective July 1, 2025.
- *Merit Increases*
 - There will be no merit increases in FY 2025 and FY 2026.
- *Wage Adjustments*
 - During FY 2024, all employees within this bargaining unit making less than \$20 per hour received or will receive an increase to their hourly rate of pay to \$20 per hour.
- *Seniority Wage Adjustments*
 - Employees covered by this agreement with at least 5 years of service as of July 1, 2024, will receive a seniority adjustment, increasing their hourly pay rate by \$1.00 in fiscal year 2025, to be effective July 1, 2024. Employees covered by this agreement with less than 5 years of service as of July 1, 2024, will not receive this adjustment.
- *Annual In-Service Training*
 - All employees covered by this Agreement who attend the required back-to-school meeting and/or **the annual in-service training** meeting shall receive three (3) hours pay at their regular rate of pay as compensation. At the conclusion of the in-service training meeting, the Union shall be given up to 45 minutes to discuss issues and meet with members without management representatives in the room.
- *Personal Leave*
 - Sixteen (16) hours of personal leave per leave year shall be granted to each employee eligible for annual leave. Eligible employees with twenty (20) or more years of service will receive an additional four (4) hours. Personal leave shall be requested and approved in advance of use. There shall be no accumulation of personal leave, and unused personal leave shall be forfeited at the end of the leave year or upon termination of employment. Personal leave will be granted in increments of one-half (1/2) hour or more when requested in advance. Personal leave shall be requested by employees covered by this Agreement anytime during the calendar year. Personal leave shall not be unreasonably denied.

- *Holidays*
 - Corrections made to include Native American Day.
 - *Uniform Allowance Increase*
 - The Employer shall furnish bargaining unit employees with a clothing allowance seven hundred dollars (\$700.00) in Fiscal Year 2025. Uniform allowance will be disbursed annually in October.
 - If an employee arrives or leaves during the Fiscal Year, his/her allowance will be prorated.
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Fiscal Impact:

- *Direct Impact*

Enactment of CB-104-2024 and adoption of CR-091-2024 are estimated to have a total adverse fiscal impact to the County for fiscal years 2025 and 2026 of approximately \$608,635 because of the proposed modifications to the salary schedule. The breakdown of the costs of the modifications, as provided by the Office of Management and Budget, is as follows:

<i><u>FYs 2025/26</u></i>	
COLAs, Seniority Adjustments, and Wage Scale Adjustments	\$602,835
Clothing Allowance	\$5,800
Total	\$608,635

- *Indirect Impact*

Enactment of CB-104-2024 and adoption of CR-091-2024 should not have an indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget:*

Yes.

Effective Date:

CB-104-2023 shall take effect on forty-five (45) calendar days after it becomes law and that the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2024.

CR-091-2024 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision of the Salary Schedule, shall be retroactive to July 1, 2024.

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