



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-101-2024 Collective Bargaining Agreement – Council 3, American Federation of State, County, and Municipal Employees (AFSCME) and affiliated locals 2462, 2735, 3389, and 1170.

CR-088-2024 – Compensation and Benefits – American Federation of State, County, and Municipal Employees (AFSCME), Salary Schedule A

CB-101-2024 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-088-2024 (*Proposed and sponsored by:* The County Executive, Council Members Ivey, Olson, Hawkins, Dernoga, Watson, Blegay, and Oriadha)

Assigned to the Committee of the Whole

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures of approximately \$11.26 million 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-101-2024¹, proposed by the Chair at the request of the County Executive, was presented on September 24, 2024. **CR-088-2024**², proposed by the Chair at the request of the County Executive and sponsored by Council Members Ivey, Olson, Hawkins, Dernoga, Watson, Blegay, and Oriadha, was introduced on September 24, 2024. Both were referred to the Committee of the Whole (COW). The Collective Bargaining Agreement (CBA) between Prince George's County, Maryland, and the Council 3, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated locals 2462, 2735, 3389, and 1170 have been completed covering Fiscal Years 2025 and 2026. CB-101-2024 adopts and approves the referenced Collective Bargaining Agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-088-2024 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, OHRM
 - Jared M. McCarthy, Acting Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
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Discussion/Policy Analysis:

The Agreement between the County and the American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated locals 2462, 2735, 3389 governs wages and certain other terms and conditions of employment for personnel classification certified by the Prince George's County Public Employee Relations Board.

¹ [CB-101-2024](#)

² [CR-088-2024](#)

Details of modifications to the Agreement and Salary Schedule A 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: covered employees will receive a three percent (3%) cost of living adjustment effective the first full pay period in April 2025.
 - FY 2026: covered employees will receive a two percent (2%) cost of living adjustment effective the first full pay period in April 2026.

- *Merit Increases*
 - Covered employees who are otherwise eligible to receive a regular 3.5% merit increase during Fiscal Year 2025 shall receive that merit step on their original hire/rehire date during FY 2025 (July 1, 2024 – June 30, 2025).
 - Covered employees who are otherwise eligible to receive a regular 3.5% merit increase during Fiscal Year 2026 shall receive that merit step on their original hire/rehire date during FY 2026 (July 1, 2025 – June 30, 2026).

- *Differential Pay*
 1. Effective the first full pay period of July 2024, employees covered by this Agreement who are assigned to the Refuse Disposal Division or the Refuse Collection Division shall be paid a differential of two dollars (\$2.00) for each hour actually worked. This differential will also be paid, on the same basis, to all employees who normally receive it but who are temporarily assigned to special operations, and it will also be paid to all other employees covered by this Agreement for hours actually worked on special operations.
 2. Effective the first full pay period of July 2024, field personnel and mechanics, covered by this agreement and assigned to the Department of Public Works and Transportation shall receive a differential of two dollars (\$2.00) per hour for each hour actually worked.
 3. Effective the first full pay period of July 2024, Animal Control Officers and Office of Central Services maintenance staff who are permanently assigned to the Correctional Center shall be paid a differential of two dollars (\$2.00) per hour.

- *Shift Differential Pay*

Effective July 2024, employees covered by this Agreement and regularly assigned to night or shift work shall be paid two dollars (\$2.00) per hour above the established rates on shifts commencing between 3:00 p.m. and 7:00 a.m. Transit Operators are eligible to receive a shift differential for hours they work after 4:00 p.m.

- *Uniform and Maintenance Allowance*
 - This section was modified to increase the uniform and maintenance allowance for all employees covered by this Agreement. A few of the increases are as follows:
 - All employees covered by this Agreement who are required by the County to wear safety shoes and who present appropriate proof of purchase for approved safety shoes shall be entitled to a shoe allowance of two hundred

and fifty dollars (\$250.00) per year, which shall be paid during the first full pay period beginning on or after July 1 of each year of this Agreement.

- Employees covered by this Agreement who work as Mechanics in the Office of Central Services, the Department of the Environment and the Department of Public Works and Transportation are required to furnish and maintain their own mechanic's tools in a serviceable condition. To assist in defraying the expenses associated with this obligation, these employees will be provided with a tool allowance of eight hundred dollars (\$800.00) per year in a check during the second full pay period in July.
 - Employees of the Office of Central Services, Fleet Management, whose work responsibilities require performing duties outside the garage facility will be provided individual waterproof and insulated jackets, fitted to manufacturer's standard sizes.
 - Those Animal Control Officers who are provided uniforms will be paid a uniform maintenance allowance of six hundred and fifty dollars (\$650.00) for upkeep of their uniforms. This allowance shall be paid during the first full pay period beginning on or after July 1 of each year of this Agreement.
- *Holiday Leave Modifications*
 - Section D was modified to state the following: Effective July 1, 2024, when an employee's regularly scheduled day off coincides with the day of holiday observance, he/she shall at the employee's discretion: a) be **granted** another day off, which, at the employer's discretion, may be taken on either the regularly scheduled workday immediately preceding the holiday observance or the regularly scheduled workday immediately following the holiday observance; or b) be granted compensatory leave, which leave must be taken in a subsequent pay period.

Fiscal Impact:

- *Direct Impact*

Enactment of CB-101-2024 and adoption of CR-088-2024 are estimated to have a total adverse fiscal impact to the County for fiscal years 2025 and 2026 of approximately \$11.26 million 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>FYs 2025/26</i>	
COLAs, Merits, and Wage Scale Adjustments	\$11,016,821
Differential Pay	\$169,700
Clothing Allowance	\$63,000
Shift Differential	\$12,000
Total	\$11,261,521

- *Indirect Impact*

Enactment of CB-101-2024 and adoption of CR-088-2024 should not have an indirect fiscal impact on the County.

- *Appropriated in the Current Fiscal Year Budget:*

Technically, yes. The approved FY 2025 Operating Budget includes \$10.7 million in contingency funds to support potential Countywide salary adjustments for employees. This amount represents a \$7.6 million, or 245.4%, increase over the approved FY 2024 Operating Budget. It is unlikely that the contingency funding will cover the total impact of all the agreements covering the current fiscal year.

Effective Date:

CB-101-2024 shall be effective forty-five (45) calendar days after it becomes law.

CR-088-2024 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 me or email me.