



REPORT AND RECOMMENDATIONS OF THE PRINCE GEORGE'S COUNTY 2025-2026 COMPENSATION REVIEW COMMISSION

PRESENTATION TO THE PRINCE GEORGE'S COUNTY COUNCIL
January 27, 2026

Commission Members

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OVERVIEW



Fiscal Condition of the County

An overarching consideration given to the salary enhancement recommendations of the Commission was the fiscal health of the County given the current uncertainty about the state of the local economy.

The salary enhancement recommendations would entail a salary freeze in year one of the term of the County Council Members and the County Executive. Such salary recommendations are fiscally responsible.



Compensation of Persons in Similarly Situated Positions

The Commission studied the following salaries:

- Prince George's County Board of Education
- Washington Suburban Sanitary Commission (WSSC)
- Prince George's County State's Attorney, Police Chief, Fire Chief and Circuit Court Judges
- Four neighboring counties and the District of Columbia
- State and the Federal Government



CPI-U Projections

The Commission reviewed the average **CPI-U** for the past **five years to six years** to analyze and set the amount of the **cap** for the salary enhancement recommendations.



Salaries of Other County Major Executives

The CEO of PGCPS is paid significantly more than the County Executive.

The General Manager of WSSC is paid more than the County Executive.



Surrounding Jurisdictions

Fiscal Year 2024

Montgomery County

- Mont. Co. Council Members were currently paid more than Pr. Geo Co. Council Members.
- County Executive of Mont. Co. is currently paid more than the County Executive of Pr. Geo Co.

District of Columbia

- County Executive of Pr. Geo. Co. is paid less than the Mayor of the D.C.
- City Council Members are paid **more** than the County Council Members of Pr. Geo Co.

Howard County

- County Executive of Howard Co. is paid more than the County Executive of Pr. Geo. Co.
- Howard Co. Council Members are paid **significantly less** than Pr. Geo. Co. Council Members.



Surrounding Jurisdictions (cont.)

Prior Compensation Review Boards have sought to increase the County Executive's salary to that equivalent to counterparts on a regional level and that has essentially been achieved.

To date, the County Council Members of Prince George's County are still reaching to be in parity with their regional counterparts.



Comparison with State Elected Officials

- The County Executive of Prince George's County was paid more than the State elected officials.
- In four of the five jurisdictions that were considered, including the District of Columbia, the County Executives were paid more than State elected officials.
- The County Executive of Prince George's County is paid less than some of those persons in the State executive level service.



Comparison with Federal Elected Officials

- The County Executive is paid more than similar Federal elected officials.
- The County Executive is paid slightly less than the top level employees of the Executive Schedule Federal employee service.
- The County Council Members are paid less than Members of Congress.



Demanding Duties and Responsibilities of County Council Members and the County Executive

The Commission found that the demands on these positions, the level of executive decision-making, and the complexity of issues should be factored into the salaries of these positions.

2025-2026 COMPENSATION REVIEW COMMISSION RECOMMENDATIONS

County Council

No increase in the County Council Member salaries in December 2026, year one of the term.

- County Council Member Salaries remain at \$145,432
- Council Chair's salary remains at \$152,703
- Council Vice-Chair's salary remains \$149,068

Beginning in year two (2027), in year three (2028) and in year four (2029), respectively:

- percentage increase equal to the percentage by which the CPI-U for September shall have increased from the preceding September up to a maximum of 3.0% in each of year two, year three, and year four of the term.

Chair → fixed at five percent (5%) per annum in excess of the compensation of the other Council Members during term as Chair.

Vice-Chair → fixed at two and one half percent (2.5%) per annum in excess of the compensation of the other Council Members during term as Vice-Chair.



County Executive

No increase in salary for year one of the term (2026).

→ County Executive's salary remains at \$241,170, the same level established in December 2025.

Beginning in year two (2027), in year three (2028) and in year four (2029), respectively:

→ Percentage increase equal to the percentage by which CPI-U for September shall have increased from the preceding September up to a maximum of 3.0% in each of year two, year three, and year four of the term.

Compensation Recommendations

	Council Member	Council Chair ¹	Council Vice-Chair ²	County Executive
2025 (Base)	\$145,432	\$152,703	\$149,068	\$241,170
2026 (Freeze)	\$145,432	\$152,703	\$149,068	\$241,170
2027 (at 3% cap)	\$149,795	\$157,285	\$153,540	\$248,405
2028 (at 3% cap)	\$154,289	\$162,003	\$158,146	\$255,857
2029 (at 3% cap)	\$158,918	\$166,864	\$162,891	\$263,533

1 Per County Code §2-110.01(b), “the compensation of the Chair of the County Council shall be fixed at five percent (5%) per annum in excess of the compensation of the other Council members during such person’s term as Chair.”

2 Per County Code §2-110.01(b), “the compensation of the Vice-Chair of the County Council shall be fixed at two and one half percent (2.5%) per annum in excess of the compensation of the other Council members during such person’s term as Vice-Chair.”

Council and County Executive compensation adjusted each year from 2027 – 2029 by the 12-month increase in CPI-U, up to a maximum annual increase of 3.0 percent, with a freeze on increases in year one (2026) of the term.

The Compensation Review Commission looks forward to
your acceptance of and concurrence with the
Commission's compensation recommendations.