



REPORT AND RECOMMENDATIONS
OF THE
PRINCE GEORGE'S COUNTY
2021-2022
COMPENSATION REVIEW BOARD

PRESENTATION TO THE PRINCE GEORGE'S COUNTY COUNCIL
January 18, 2022

Board Members

Lupi Q. Grady, Chair

Dennis C. Brownlee

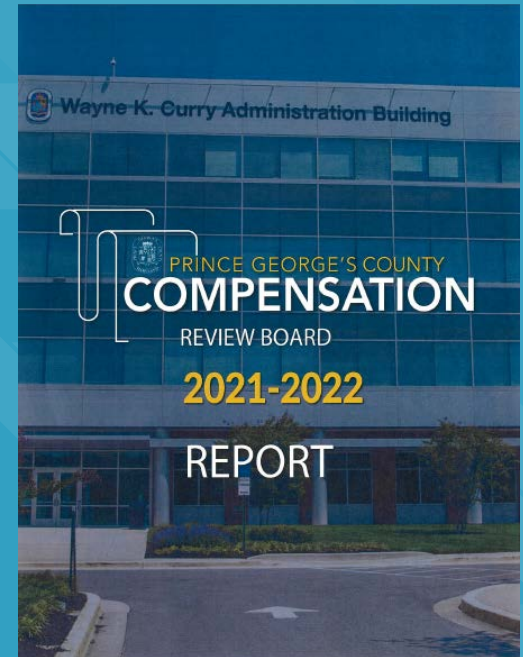
Samuel H. Dean

Camille A. Exum

Dr. Stephanie V. Overton Stanard

Glenda R. Wilson

Jacqueline B. Woody



Board Staff

Robert J. Williams, Jr., Council Administrator

William M. Hunt, Deputy Council Administrator

Colette R. Gresham, Associate Council Administrator

Donna J. Brown, Clerk of the Council

Kathleen H. Canning, Legislative Officer

Dinora A. Hernandez, Legislative Officer

Rosalyn E. Pugh, Esq., Consultant

Sharon Savoy Williams, Administrative Staff

OVERVIEW





Fiscal Condition of the County

An overarching consideration given to the salary enhancement recommendations of the Board was the fiscal health of the County, taking into consideration the fiscal effects of the COVID-19 pandemic.

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 Board studied the salary, benefits, and pensions of persons employed by:

- Prince George's County,
- Prince George' s County Board of Education,
- Washington Suburban Sanitary Commission (WSSC),
- Maryland-National Capital Park and Planning Commission (M-NCPPC)
- Six neighboring counties and the District of Columbia
- State, and the Federal Government.



Prince George's County Employees

FY 2019 and 2020:

- County employees received a higher percentage increase in salary than the County Council Members and County Executive during that period.

FY 2021:

- County employees received no Cost-of-Living Adjustment (COLA) and no increment,
- County Council Members received a 5.4 percent increase based on the CPI-U
- County Executive's salary increase was capped at \$3,000.

County Council Member and County Executive salary increases were lower than the union County employee salary increases, with the exception in Fiscal Year 2021.



CPI-U Projections

The Board 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 and Benefits of Other County Major Executives

- CEO of PGCPS and the GM of WSSC are paid **significantly** more than the County Executive.
- Chair of the Planning Board is paid **slightly** more than the County Executive of Prince George's County.



Surrounding Jurisdictions

Montgomery County

- Mont. Co. Council Members were currently paid **slightly higher** than Pr. Geo Co. Council Members.
- County Executive of Mont. Co. is currently paid **lower** than the County Executive of Pr. Geo Co.

District of Columbia

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

Howard County

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

- County Executive of Prince George's County was paid more than the State elected officials.
- In four of the six jurisdictions and the District of Columbia the County Executives were paid more.
- County Executive of Prince George's County is paid lower than some of those persons in the State executive level service.



Comparison with Federal Elected Officials

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



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

The Board 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.



Compensation of At- Large County Council Members

The Board would request the 2025-2026 Compensation Review Board to review this issue, including information regarding surrounding jurisdictions, during its deliberations.

2021-2022 COMPENSATION
REVIEW BOARD
RECOMMENDATIONS





County Council

No increase in the County Council Member salaries in December 2022, year one of the term.

- County Council Member Salaries will remain at \$133,817
- Council Chair's salary will remain at \$140,508
- Council Vice-Chair's salary will remain \$137,162

Beginning in year two (2023), in year three (2024) and in year four (2025), 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 or year one of the term (2022).

→ County Executive's salary will remain at \$221,998, the same level established in December 2021.

Beginning in year two (2023), in year three (2024) and in year four (2025), 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
2021 (Base)³	\$133,817	\$140,508	\$137,162	\$221,998
2022 (Freeze)	\$133,817	\$140,508	\$137,162	\$221,998
2023 (at 3% cap)	\$137,832	\$144,724	\$141,278	\$228,658
2024 (at 3% cap)	\$141,967	\$149,065	\$145,516	\$235,518
2025 (at 3% cap)	\$146,226	\$153,537	\$149,882	\$242,584

Council and County Executive compensation adjusted each year from 2023 – 2025 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 (2022) of the term.

QUESTIONS?



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