



May 4, 2023

MEMORANDUM

TO: Jennifer A. Jenkins
Council Administrator

William M. Hunt
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-057-2023 Collective Bargaining Agreement – Council 67, American Federation of State, County, and Municipal Employees (AFSCME) and its affiliated Local 241 (School Crossing Guards)

CR-028-2023 – Compensation and Benefits – Council 67, American Federation of State, County, and Municipal Employees (AFSCME) and its affiliated Local 241 (School Crossing Guards), Salary Schedule X

CB-057-2023 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-028-2023 (*Proposed and introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole

Fiscal Summary

Direct Impact:

Expenditures: Minimal as the costs have already been absorbed.

Revenues: No impact.

Indirect Impact:

None.

Legislative Summary:

CB-057-2023, proposed by the Chair at the request of the County Executive, was presented on May 2, 2023. CR-028-2022, proposed by the Chair at the request of the County Executive, was introduced on May 2, 2023. The Collective Bargaining Agreement (CBA) between Prince George's County, Maryland, and Council 67, American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, and its affiliated local was approved pursuant to Council Bill 54-2022¹ and the accompanying Salary Schedule X was adopted pursuant to Council Resolution 67-2022². However, since the approval of the CBA, an error concerning wage rates was discovered, so those pieces of legislation must be amended. CB-057-2023 amends wage rates posted in Attachment C – Scheduled Pay Rate charts of the Collective Bargaining Agreement approved by CB-054-2022 in accordance with Section 16-233(f)(15) of the Personnel Law, and CR-028-2023 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, Office of Human Resources Management
 - Shawn Y. Stokes, Director, Office of Human Resources Management
 - Gitana Y. Stewart-Ponder, Deputy Director, Office of Human Resources Management
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Discussion/Policy Analysis:

The proposed bill is a corrective measure that amends the wage rates posted in the Minimum column on two Scheduled Pay Rate charts in the AFSCME 241 Collective Bargaining Agreement (CBA) that was enacted pursuant to Council Bill 54-2022. Amendments to the Agreement identified the following notable modification when compared to the prior agreement covering Fiscal Years 2023 and 2024:

¹ [CB-054-2022](#)

² [CR-067-2022](#)

- **Section 2 Scheduled Pay Rates** is amended to fix the previous pay rates that were inadvertently posted incorrectly. The updated Pay Rate for Grade X13 reads as follows:

GRADE X13	MINIMUM	MAXIMUM
HOURLY	17.2248	26.9275
BIWEEKLY	1377.99	2154.20
ANNUAL	35,828	56,009

- The Minimum and Maximum hourly rates are the January 2, 2022 hourly rates increased by \$4.00. For administrative purposes, the hourly rates are the controlling rates. Biweekly rates are hourly rates multiplied by 80. Annual rates are the hourly rates multiplied by 2,080 and rounded to the nearest dollar.

Fiscal Impact:

Direct Impact

Enactment of CB-057-2023 and adoption of CR-028-2023 will not have a material fiscal impact on the County as these costs have already been absorbed by the previous agreement through CB-054-2022. The affected employees have received the \$4.00 increase to their base rate of pay pursuant to the terms of the CBA and the rates have been corrected in the County's SAP system by the Office of Human Resources Management. The Office of Management and Budget (OMB) states that there will be no material cost estimate provided.

Indirect Impact

Enactment of CB-057-2023 and adoption of CR-028-2023 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-057-2023 shall be retroactively effective to July 1, 2022.

CR-028-2023 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, 2022.

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