



April 18, 2025

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-028-2025 Collective Bargaining Agreement – International Association of Fire
Fighters, AFL-CIO, Local 1619 (Civilians)

CR-045-2025 Compensation and Benefits - International Association of Fire Fighters,
AFL-CIO, Local 1619 (Civilians), Salary Schedule H

CB-028-2025 (*Proposed and presented by:* The Chair of the Council at the request of the County Executive)

CR-045-2025 (*Proposed and presented 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: Additional expenditures of approximately \$606,032 over fiscal years 2025 and 2026 will be required for salary increases and other compensation adjustments.

Revenues: No revenue impact.

Indirect Impact:

No indirect impact.

Legislative Summary:

CB-028-2025¹, proposed by the Chair at the request of the County Executive, was presented on April 8, 2025. **CR-045-2025**², proposed by the Chair at the request of the County Executive, and sponsored by Council Members Hawkins, Ivey, Dernoga, Harrison, Olson, and Watson, was introduced on April 8, 2025. The Collective Bargaining Agreement (CBA) between Prince George's County, Maryland, and the International Association of Fire Fighters, AFL-CIO, Local 1619 (Civilians) have completed labor negotiations for a new labor agreement (Agreement) covering Fiscal Years 2025 and 2026. CB-028-2025 adopts and approves the referenced collective bargaining agreement in accordance with Section 16-233(f) of the Personnel Law, and CR-045-2025 amends the corresponding Salary Schedule Q for employees covered under the agreement.

Current Law/Background:

The Prince George's County Charter Section 908³ 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
 - Valerie A. Farrar, Acting Director, OHRM
 - Gitana Stewart-Ponder, Deputy Director, OHRM
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Discussion/Policy Analysis:

The Agreement between the County and the International Association of Fire Fighters, Local 1619, AFL-CIO (Civilians) governs wages and certain other terms and conditions of employment for

¹ [CB-028-2025](#)

² [CR-045-2025](#)

³ [Section 908. - Right to Organize and Bargain Collectively.](#)

personnel classifications certified by the Prince George’s County Public Employee Relations Board or as amended by the Office of Human Resources Management from time to time.

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

- *Article 5 – Wages*
 - Cost of Living Adjustments
 - FY 2025: - Effective the first full pay period following February 23, 2025, employees covered by this agreement will receive a two-and-a-half percent (2.5%) increase in their base hourly rate of pay.
 - FY 2026: Effective the first full pay period following February 22, 2026, employees covered by this agreement will receive a two-and-a-half percent (2.5%) increase in their base hourly rate of pay.
 - Merit Increases
 - FY 2025: Employees covered by this Agreement, who are otherwise eligible to receive a merit increase from July 1, 2024 through June 30, 2025 (i.e. Fiscal Year 2025), will receive a regular merit increase on their original hire anniversary date in FY 2025.
 - FY 2026: Employees covered by this agreement who are otherwise eligible to receive a 3.5% merit increase during Fiscal Year 2026 shall receive that merit step on their initial hire date during FY 2025 (July 1, 2025 – June 30, 2026).
 - Lump Sum Payments to Top of Grade Employees
 - Employees covered by this Agreement who are at the maximum for their pay grade and are actively employed by the Department on July 1, 2024, will receive a lump sum payment of one and one-half percent (1.5%). This calculation shall be made based on the employee’s base salary paid the first full pay period following July 1, 2024. This payment will be effective the first full pay period after August 1, 2024.
 - Employees covered by this Agreement who are at the maximum for their pay grade and are actively employed by the Department on July 1, 2025, will receive a lump sum payment of one and one-half percent (1.5%). This calculation shall be made based on the employee’s base salary paid the first full pay period following July 1, 2025. This payment will be effective the first full pay period after August 1, 2025.
 - Section 5.2 changes the dates of the Hold Harmless benefit calculation.
 - Section 5.4 deletes outdated language and provides for the current coverage terms.
 - Section 5.6 updates language to current practice.
- *Article 6 – Leave Provisions*

- This Section was modified to delete old language regarding an increase of the maximum amount of annual leave hours allowed to be carried over from leave year 2021 to 2022.
- *Article 9 – Grievance and Arbitration Procedures*
 - This Section was modified to update language to reflect current practice.
- *Article 15 – Duration*
 - This Article was amended to reflect the effective dates of the Agreement.
 - This Agreement shall become effective on July 1, 2024, unless otherwise stated in specific sections, and shall remain in full force and effect until June 30, 2026.

Fiscal Impact:

Direct Impact

Enactment of CB-28-2025 and adoption of CR-045-2025 are estimated to have a total adverse fiscal impact on the County for fiscal years 2025 and 2026 of approximately \$606,032 because of the proposed modifications to the salary schedule. As of February 2025, the number of employees covered by this Collective Bargaining Agreement is 43. 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>	
Cost of Living Adjustments (COLAs)	\$254,258
Merit Payments	\$337,593
Pay Range Adjustments	\$14,181
Total	\$606,032

Indirect Impact

Enactment of CB-028-2025 and adoption of CR-045-2025 should not have an indirect fiscal impact on the County.

Appropriated in the Current Fiscal Year Budget:

Yes.

Effective Date:

CB-028-2025 shall be effective forty-five (45) calendar days after it becomes law, and the Agreement, unless specifically stated otherwise in a specific provision, shall be retroactively effective to July 1, 2024.

CR-045-2025 shall take effect on the date it is adopted, and unless otherwise stated in a specific provision, shall be retroactive to July 1, 2024.

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