



Wayne K. Curry Administration Building



PRINCE GEORGE'S COUNTY

COMPENSATION

REVIEW BOARD

2021-2022

REPORT

PRINCE GEORGE'S COUNTY
2021-2022 COMPENSATION REVIEW BOARD

Lupi Q. Grady, Chair

Dennis C. Brownlee

Samuel H. Dean

Camille A. Exum

Dr. Stephanie V. Overton Stanard

Glenda R. Wilson

Jacqueline B. Woody

PRINCE GEORGE'S COUNTY
2021-2022 COMPENSATION REVIEW BOARD
County Administration Building
Upper Marlboro, Maryland 20772

December 15, 2021

The Honorable Calvin S. Hawkins, II
Chair
Prince George's County Council
Wayne K. Curry Administration Building
Largo, Maryland 20774

The Honorable Angela D. Alsobrooks
County Executive
Wayne K. Curry Administration Building
Largo, Maryland 20774

Dear Chair Hawkins and County Executive Alsobrooks,

The 2021-2022 Prince George's County Compensation Review Board ("Board") has completed its work and herewith submits its recommendations. The members of the Board believe that the recommendations provide a fair and reasonable compensation package for the Prince George's County Council Members and County Executive who are to be elected at the November 2022 general election.

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. After careful review, it was determined that 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.

The Board studied the salary history of the County Council Members and the County Executive and the salary setting methodologies used to set their salaries. The hallmark of the Board's work was to undertake an extensive review of the compensation of similarly situated positions. Most notably, the Board studied the salary, benefits, and pensions of persons employed by Prince George's County, the Prince George's County Board of Education, the Washington

Suburban Sanitary Commission (WSSC), the Maryland-National Capital Park and Planning Commission (M-NCPPC), six neighboring counties and the District of Columbia, the State, and the Federal Government.

The review of Prince George's County employee salaries, for both union and General Schedule employees, played a large role in determining the Board's salary enhancement recommendations. In particular, the County union employee salary schedules provided a context for the salary enhancement recommendations of the Board.

The Board found that for Fiscal Years 2019 and 2020, County employees, both union and General Schedule employees, received a higher percentage increase in salary than the County Council Members and County Executive during that period. However, in Fiscal Year 2021, County employees, both union and General Schedule employees, received no Cost-of-Living Adjustment (COLA) and no increment, while the County Council Members received a 5.4 percent increase based on the Consumer Price Index for All Urban Consumers (CPI-U) increase for the same period and the County Executive's salary increase was capped at \$3,000. In summary, with the exception in Fiscal Year 2021, County Council Member and County Executive salary increases were lower than the union County employee salary increases.

Of significance was that the CPI-U projections could not be controlled and the Board considered the average cap. 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.

The salary and benefits of other major executives were compared to those of the County Executive of Prince George's County. The Chief Executive Officer of Prince George's County Public Schools and the General Manager of WSSC are paid significantly more than the County Executive of Prince George's County. In addition, the Chair of the Prince George's County Planning Board is paid slightly more than the County Executive of Prince George's County.

Further, regarding surrounding jurisdictions, the Board found that the County Council Members in Montgomery County were currently paid slightly higher than the County Council Members in Prince George's County. The County Executive of Montgomery County is currently paid lower than the County Executive of Prince George's County.

The County Executive of Prince George's County is paid slightly lower than the Mayor of the District of Columbia and the City Council Members of the District of Columbia are paid higher than the County Council Members of Prince George's County. In Howard County, the County Executive of Howard County is paid slightly lower than the County Executive of Prince George's County and the Howard County Council Members are paid significantly lower than Prince George's County Council Members.

The Board performed a comparative review of salaries of County Council Members of Prince George's County and the County Executive of Prince George's County with their counterparts in neighboring jurisdictions and the District of Columbia, of the same size and with the same range of responsibilities. This review was critical in assessing the parity of the County Executive of Prince George's County and the County Council Members of Prince George's County with their counterparts.

Historically, 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. This was a critical factor in the salary enhancement recommendations for the County Council Members of Prince George's County by the Board.

Regarding the comparison with State salaries, the Board found that the County Executive of Prince George's County was paid more than the State elected officials. However, in four of the six jurisdictions and the District of Columbia surveyed by the Board, the County Executives were paid more than these elected officials. Additionally, the County Executive of Prince George's County is paid lower than some of those persons in the State executive level service.

Regarding the comparison with Federal salaries, the County Executive of Prince George's County is paid less than similar Federal elected officials. The County Executive of Prince George's County is paid the same as the top level employees of the Executive Schedule Federal employee service. County Council Members of Prince George's County are paid less than Members of Congress.

The duties and responsibilities of the County Executive of Prince George's County and the County Council Members of Prince George's County were considered. 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.

Additionally, the Board discussed whether the At-Large County Council Members of Prince George's County should have a higher salary than County Council Members of Prince George's County representing Council Districts, as they provide Countywide representation. It was determined that the Board would request the 2025-2026 Compensation Review Board to review this issue during its deliberations. Further, the Board asked administrative staff to research this issue, including information regarding surrounding jurisdictions, and report to the 2025-2026 Compensation Review Board on its findings.

Letter to Chair Hawkins and County Executive Alsobrooks
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In closing, the Board looks forward to your acceptance of and concurrence with the Board's recommendations.

Respectfully submitted,

Lupi Q. Grady

Lupi Q. Grady
Chair

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Appendix B-3 for Charter Section 308 and Appendix B-4 for Charter Section 406, of the Charter of Prince George's County, Maryland.

Appendix C. Office of Management and Budget Fiscal Briefing Documents July 2021 and September 2021.

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Appendix E. Compensation/Benefits Summary Comparison - Other Major County-Based Major Senior Executive Leaders - September 2021.

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2021-2022 COMPENSATION REVIEW BOARD EXECUTIVE SUMMARY

- The Compensation Review Board consists of seven members.
- Section 10-302 and Section 10-303 of the Local Government I Article of the Annotated Code of Maryland and Charter Section 308 and Charter Section 406 of the Charter of Prince George's County, Maryland authorized the appointment and set forth the duties and responsibilities of the Compensation Review Board.
- The Compensation Review Board met from April 7, 2021 through November 19, 2021.
- The Compensation Review Board reviewed information on salary, benefits, and pensions that provide the basis for the recommendations of the Compensation Review Board.
- During Compensation Review Board meetings, the Compensation Review Board reviewed data regarding the compensation of County, State, and Federal officials, and selected officials from seven surrounding jurisdictions. The Compensation Review Board received information from the following County agencies: the Office of Human Resources Management, the Office of Management and Budget, the Office of Finance, and the Office of Central Services.
- The Chair of the County Council was interviewed by the Compensation Review Board. The interview provided the basis for determining position duties and responsibilities and commensurate compensation. The Compensation Review Board noted that the positions of the County Council Members are full-time based on the level of responsibility, complexity of issues, and level of time commitment and should be compensated accordingly.
- The Compensation Review Board recommends for the County Council Members that there be no increase in the County Council Member salaries in December 2022, year one of the term. For year one of the term, the County Council Member salaries will remain at \$133,817, the same level established in December 2021. For year one of the term, the Council Chair's salary will remain at \$140,508, the same level established in December 2021. For year one of the term, the Council Vice-Chair's salary will remain \$137,162, the same level established in December 2021.

2021-2022 COMPENSATION REVIEW BOARD EXECUTIVE SUMMARY

- Further, for County Council Members payment in the amounts adjusted annually, beginning in year two (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (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. For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salaries of the County Council Members shall remain at the previous year's salary level.
- 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, and 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.
- The County Executive was interviewed by the Compensation Review Board. The interview provided the basis for determining position duties and responsibilities and commensurate compensation. The Compensation Review Board noted that the position of the County Executive is full-time based on the level of responsibility, complexity of issues, and level of time commitment and should be compensated accordingly.
- The Compensation Review Board recommends for the County Executive there be no increase in the County Executive's salary in December 2022, year one of the term. For year one of the term, the County Executive's salary will remain at \$221,998, the same level established in December 2021.
- Further, for the County Executive payment in the amounts adjusted annually, beginning in year two (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (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. For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salary of the County Executive shall remain at the previous year's salary level.

2021-2022 COMPENSATION REVIEW BOARD RECOMMENDATIONS

Pursuant to Section 10-302 of the Local Government I Article of the Annotated Code of Maryland and Charter Section 308 of the Prince George's County, Maryland Charter

County Council

It is the recommendation of the Compensation Review Board, that:

The members of the County Council shall receive compensation for the performance of their public duties under the Charter. See Attachment A, Compensation Enhancement Recommendation, attached hereto and made a part herein.

The Compensation Review Board recommends for the County Council Members that there be no increase in the County Council Member salaries in December 2022, year one of the term. For year one of the term, the County Council Member salaries will remain at \$133,817, the same level established in December 2021. For year one of the term, the Council Chair's salary will remain at \$140,508, the same level established in December 2021. For year one of the term, the Council Vice-Chair's salary will remain \$137,162, the same level established in December 2021.

For County Council Members, payment in the amounts adjusted annually, beginning in year two (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (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.

For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salaries of the County Council Members shall remain at the previous year's salary level.

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, and 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.

The members of the Compensation Review Board voted unanimously (Favorable 7-0) on the above-referenced recommendations.

2021-2022 COMPENSATION REVIEW BOARD RECOMMENDATIONS

Pursuant to Section 10-303 of the Local Government I Article of the Annotated Code of Maryland and Charter Section 406 of the Prince George's County, Maryland Charter

County Executive

It is the recommendation of the Compensation Review Board, that:

The County Executive shall receive compensation for the performance of their public duties under the Charter. See Attachment A, Compensation Enhancement Recommendation, attached hereto and made a part herein.

The Compensation Review Board recommends that there be no increase in the County Executive's salary in December 2022, year one of the term. For year one of the term, the County Executive's salary will remain at \$221,998, the same level established in December 2021.

For the County Executive, payment in the amounts adjusted annually, beginning in year two (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (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.

For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salary of the County Executive shall remain at the previous year's salary level.

The members of the Compensation Review Board voted unanimously (Favorable 7-0) on the above-referenced recommendations.

Attachment A

Compensation Enhancement Recommendation – Council Members and County Executive: Annual Increase Equal to 12-Month CPI Increase with 3.0 Percent Cap and Year One Freeze

Compensation Recommendation: 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. The table below illustrates the *maximum* possible increase, based on the assumption that the 12-month increase in the CPI-U is equal to or greater than the cap of three percent. Should the CPI-U increase be lower than three percent in any given year for which an increase is provided, the increase for that year and each subsequent year will be smaller than projected below.

	Council Member	Council Chair¹	Council Vice-Chair²	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

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.”

³ For Council Members, the base is calculated according to County Code §2-110.01(a)(4), by adjusting the current annual compensation of \$126,961 with an increase equal to the current year-over-year (September 2021) CPI-U percentage increase for all cities of 5.4%. The County Executive base is calculated according to County Code §2-112.01(a)(4), by adding \$3,000 to the current compensation of \$218,998. Under these sections, the base rate is effective beginning on the first Monday in December 2021.

PRINCE GEORGE'S COUNTY
2021-2022 COMPENSATION REVIEW BOARD RESOLUTION

A RESOLUTION concerning

Compensation Review Board

For the purpose of submission to the County Council of Prince George's County, Maryland its recommendations for the compensation and allowances for Members of the County Council and the County Executive.

WHEREAS, the Compensation Review Board consists of seven members. CR-1-2021, CB-2-2021 and CB-27-2021 authorized the appointment of the Compensation Review Board, the composition of the Board, and the duties and responsibilities of the Board; and

WHEREAS, Section 10-302 and Section 10-303 of the Local Government I Article of the Annotated Code of Maryland and Section 308 and Section 406 of the Charter for Prince George's County, Maryland set forth the statutory framework for the work of the Compensation Review Board; and

WHEREAS, Section 10-302 (b)(l) of the Local Government I Article of the Annotated Code of Maryland provides that within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the county legislative body its recommendation for the compensation and allowances for members of the county legislative body; and

WHEREAS, Section 10-303(a) of the Local Government I Article of the Annotated Code of Maryland provides that if a county executive is authorized, the county may set the qualifications, term of office and compensation for the county executive; and

WHEREAS, the Compensation Review Board reviewed data regarding salary history, salary setting methodology, changes in the Consumer Price Index, comparable County, local, and regional jurisdiction data, as well as comparable State and Federal data that provide the basis for the recommendations of the Compensation Review Board.

NOW, THEREFORE, BE IT RESOLVED by the 2021-2022 Compensation Review Board, that for the County Council:

See Attachment A, Compensation Enhancement Recommendation attached hereto and made a part herein.

1 It is the recommendation of the Compensation Review Board, that:

2
3 The members of the County Council shall receive compensation for the performance of their
4 public duties under the Charter of Prince George's County, Maryland.

5
6 The Compensation Review Board recommends for the County Council Members that there be no
7 increase in the County Council Member salaries in December 2022, year one of the term. For
8 year one of the term, the County Council Member salaries will remain at \$133,817, the same
9 level established in December 2021. For year one of the term, the Council Chair's salary will
10 remain at \$140,508, the same level established in December 2021. For year one of the term, the
11 Council Vice-Chair's salary will remain \$137,162, the same level established in December 2021.

12
13 For County Council Members, payment in the amounts adjusted annually, beginning in year two
14 (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase
15 equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U)
16 for September shall have increased from the preceding September up to a maximum of 3.0% in
17 each of year two, year three, and year four of the term.

18
19 For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year
20 reflect a decrease in the year-over-year rate, the salaries of the County Council Members shall
21 remain at the previous year's salary level.

22
23 The compensation of the Chair of the County Council shall be fixed at five percent (5%) per
24 annum in excess of the compensation of the other Council Members during such person's term as
25 Chair, and the compensation of the Vice-Chair of the County Council shall be fixed at two and
26 one half percent (2.5%) per annum in excess of the compensation of the other Council Members
27 during such person's term as Vice-Chair.

28
29 The members of the Compensation Review Board voted unanimously (Favorable 7-0) on the
30 above-referenced recommendations.

1 BE IT FURTHER RESOLVED by the 2021-2022 Compensation Review Board, that for
2 the County Executive:

3 See Attachment A, Compensation Enhancement Recommendation attached hereto and
4 made a part herein.

5
6 It is the recommendation of the Compensation Review Board, that:

7
8 The County Executive shall receive compensation for the performance of their public duties
9 under the Charter.

10
11 The Compensation Review Board recommends that there be no increase in the County
12 Executive's salary in December 2022, year one of the term. For year one of the term, the County
13 Executive's salary will remain at \$221,998, the same level established in December 2021.

14
15 For the County Executive, payment in the amounts adjusted annually, beginning in year two
16 (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase
17 equal to the percentage by which the Consumer Price Index for All Urban Consumers (CPI-U)
18 for September shall have increased from the preceding September up to a maximum of 3.0% in
19 each of year two, year three, and year four of the term.

20
21 For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year
22 reflect a decrease in the year-over-year rate, the salary of the County Executive shall remain at
23 the previous year's salary level.

24
25 The members of the Compensation Review Board voted unanimously (Favorable 7-0) on the
26 above-referenced recommendations.

PRINCE GEORGE'S COUNTY
2021-2022 COMPENSATION REVIEW BOARD
RESOLUTION

Adopted this 15th day of December, 2021.

PRINCE GEORGE'S COUNTY
2021-2022 COMPENSATION
REVIEW BOARD

BY: Lupi Q. Grady
Lupi Q. Grady
Chair

ATTEST:

Donna J. Brown
Donna J. Brown
Clerk of the Council

Attachment A

Compensation Enhancement Recommendation – Council Members and County Executive: Annual Increase Equal to 12-Month CPI Increase with 3.0 Percent Cap and Year One Freeze

Compensation Recommendation: 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. The table below illustrates the *maximum* possible increase, based on the assumption that the 12-month increase in the CPI-U is equal to or greater than the cap of three percent. Should the CPI-U increase be lower than three percent in any given year for which an increase is provided, the increase for that year and each subsequent year will be smaller than projected below.

	Council Member	Council Chair¹	Council Vice-Chair²	County Executive
2021 (Base)³	\$133,817	\$140,508	\$137,162	\$221,998
2022 (Freeze)	\$133,817	\$140,508	\$137,162	\$221,998
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2025 (at 3% cap)	\$146,226	\$153,537	\$149,882	\$242,584

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.”

³ For Council Members, the base is calculated according to County Code §2-110.01(a)(4), by adjusting the current annual compensation of \$126,961 with an increase equal to the current year-over-year (September 2021) CPI-U percentage increase for all cities of 5.4%. The County Executive base is calculated according to County Code §2-112.01(a)(4), by adding \$3,000 to the current compensation of \$218,998. Under these sections, the base rate is effective beginning on the first Monday in December 2021.

2021-2022 COMPENSATION REVIEW BOARD REPORT

Introduction

The Compensation Review Board consists of seven members. CR-1-2021, CB-2-2021 and CB-27-2021 authorized the appointment of the Compensation Review Board, the composition of the Board, and the duties and responsibilities of the Board.¹ Section 10-302 and Section 10-303 of the Local Government I Article of the Annotated Code of Maryland and Section 308 and Section 406 of the Charter for Prince George's County, Maryland ("Charter") set forth the statutory framework for the work of the Compensation Review Board.²

Information referenced in this 2021-2022 Compensation Review Board Report ("Report") regarding salary, benefits, and pensions provide the basis for the recommendations of the Compensation Review Board. During Compensation Review Board meetings, the Compensation Review Board reviewed data regarding salary history and salary setting methodology, changes in the Consumer Price Index, comparable County, local, and regional jurisdiction data, as well as comparable State and Federal data.

The Compensation Review Board received two fiscal briefings by the Director of the Office of Management and Budget.³ The first briefing consisted of a review of the County's financial status, a summary of revenues, a summary of spending, information regarding fund balances and bond ratings and the Fiscal Year 2022 - Fiscal Year 2027 General Fund forecast. The second briefing was a shortened presentation of the 2021 Spending Affordability Committee Report with the fiscal impact of COVID-19 highlighted.

Generally, the information gathered on salaries for the County Executive and County Council Members demonstrated that their Fiscal Year 2021 salaries are comparable to that of other similar jurisdictions, in particular, Montgomery County and the District of Columbia, which have similar demographics and job responsibilities. For these three jurisdictions, the County Executive of Prince George's County leads the County Executive of Montgomery County and the Mayor of the District of Columbia slightly leads the County Executive of Prince George's County in salaries. Further for these three jurisdictions, the County Council Members from Prince George's County lag behind the members of the Montgomery County Council and the City Council of the District of Columbia in salaries.⁴

Of note is the job responsibility for fiscal oversight of a Fiscal Year 2022 \$4.6 billion County Operating Budget (all funds), which is comparable in many respects to the fiscal management responsibilities of a corporate Chief Executive Officer (CEO). However, the County is not able to

¹ See Appendix A-1/CR-1-2021; Appendix A-2/CB-2-2021; and Appendix A-3/ CB-27-2021.

² See Appendix B-1 for Section 10-302 and Appendix B-2 for Section 10-303, respectively, of the Local Government Article I of the Annotated Code of Maryland. See Appendix B-3 for Charter Section 308 and Appendix B-4 for Charter Section 406, of the Charter of Prince George's County, Maryland.

³ See Appendix C. Office of Management and Budget Fiscal Briefing Documents July 2021 and September 2021.

⁴ See Appendix D. County/City Compensation, Population & Operating Budget Comparison Chart - September 2021.

compensate the County Executive and Council Members on the same level as the corporate CEO due to limited monetary resources.

Further, we have provided a compensation and benefit summary of other major senior executive leaders for which the County Executive and County Council Members have some level of oversight and/or fiscal responsibility.⁵ These leaders include: the Chief Executive Officer of the Prince George's County Public Schools, the General Manager of the Washington Suburban Sanitary Commission (WSSC) and the Chairperson of the Prince George's County Planning Board of the Maryland-National Capital Park and Planning Commission (M-NCPPC).

The Fiscal Year 2022 Operating Budget for the County is \$4.6 billion (all funds). The Fiscal Year 2022 Operating Budget for Prince George's County Public Schools is \$2.3 billion. The Fiscal Year 2022 Operating Budget for WSSC is \$852.1 million and its Capital Budget is \$703.7 million for a total of \$1.6 billion. The Fiscal Year 2022 Operating Budget for M-NCPPC is \$394.0 million and its Capital Budget is \$88.6 million for a total of \$482.6 million. Fiscal Year 2022 Capital Budget appropriations for Prince George's County total \$945.3 million and for Prince George's County Public Schools total \$171.5 million. The County Council Members and the County Executive have oversight and/or fiscal responsibility for the County and for each of these entities.

The Chairman of the County Council and the County Executive were interviewed by the Compensation Review Board to evaluate their duties and responsibilities and to determine how these items factor into the salaries for these positions. The Compensation Review Board found that the demands on the positions were extensive. The level of executive decision-making, the complexity of issues addressed and the impact of these decisions on the County and its residents require substantial time commitments and expertise.⁶

The County Council Members work full-time as they maintain their County offices for citizen services, as well as work diligently and tirelessly on County Council legislation and public policy matters. Further, County Council Members, as a body, sit as the District Council for zoning and land use matters and sit as the Board of Health for County-wide health matters. Moreover, the Chair and Vice-Chair of the County Council carry out additional responsibilities on a County, State, and regional level.

In light of additional responsibilities, the Compensation Review Board is recommending that the Council Chair receive additional compensation in the amount of five percent (5%) per annum in excess of compensation of other members during their term as Council Chair and the Council Vice-Chair receive additional compensation in the amount of two and one-half percent (2.5%) per annum in excess of compensation of other members during their term as Council Vice-Chair.

The County Executive works diligently and tirelessly on executing the laws of the County, on maintaining their County Office for citizen services and on serving in high-level County, State, and regional positions. In addition, the County Executive has worked tirelessly on COVID-19 efforts throughout the County.⁷

⁵ See Appendix E. Compensation/Benefits Summary Comparison - Other Major County-Based Major Senior Executive Leaders - September 2021.

⁶ See Appendix F-1. County Council Members - Duties and Responsibilities - September 2021.

⁷ See Appendix F-2. County Executive - Duties and Responsibilities - September 2021.

The Director of the Office of Human Resources Management briefed the Compensation Review Board on the executive level benefits. Executive benefits received by the County Council Members and the County Executive include: the Taxable Auto Program, health insurance, executive life insurance, and executive long term disability insurance. Pension benefits are also offered to the County Council Members and the County Executive.⁸

Further, the Compensation Review Board was briefed by the Director of the Office of Finance and the Fleet Manager of the Office of Central Services on the Taxable Auto Program.⁹ Several options available to Council Members and the County Executive for county vehicle use or personal vehicle use were reviewed. The Director of Finance and the Fleet Manager provided background information on the Taxable Auto Program for Elected Officials and summarized the four options allowable for vehicle use. The four options are: (1) Work-Day Use, (2) Mileage Reimbursement, (3) Take Home Assignment, and (4) Automobile Allowance. They indicated that the elected officials currently utilized the mileage reimbursement and automobile allowance options.

The following text and the referenced Appendices provide greater detail for the documents reviewed by the Compensation Review Board. The Compensation Review Board developed its findings based on these considerations.

Salary History

The Compensation Review Board considered salary history data of the County Council Members and the County Executive.¹⁰

Historically, salaries of the County Council Members, by fiscal year, are as follows:

FY 2014 - \$103,716

FY 2015 - \$108,902

FY 2016 - \$114,347

FY 2017 - \$117,347

FY 2018 - \$120,364

FY 2019 - \$123,115

FY 2020 - \$125,208

FY 2021 - \$126,961

Historically, salaries of the County Executive, by fiscal year, are as follows:

FY 2014 - \$187,754

⁸ See Appendix G. Office of Human Resources Management Letter and Attachments dated July 2, 2021.

⁹ See Appendix H. Taxable Auto Program Documents - Office of Finance and Office of Central Services - July 2021.

¹⁰ See Appendix I. Prince George's County Council Member Salary History.

See Appendix G. Office of Human Resources Management Letter and Attachments dated July 2, 2021.

FY 2015 - \$197,141

FY 2016 - \$206,998

FY 2017 - \$209,998

FY 2018 - \$213,568

FY 2019 - \$212,998

FY 2020 - \$215,998

FY 2021 - \$218,998

Salary Setting Methodology - Consumer Price Index (CPI)

Historically, in Prince George's County, increases in County Council and County Executive salaries have been based, in whole or in part, on the annual change in the Consumer Price Index for All Urban Consumers - Washington-Baltimore, DC-MD-VA-WV Metropolitan Area. (CPI-U)

The Compensation Review Board recommends for the County Council Members that there be no increase in the County Council Member salaries in December 2022, year one of the term. For year one of the term, the County Council Member salaries will remain at \$133,817, the same level established in December 2021. For year one of the term, the Council Chair's salary will remain at \$140,508, the same level established in December 2021. For year one of the term, the Council Vice-Chair's salary will remain \$137,162, the same level established in December 2021.

For County Council Members, payment in the amounts adjusted annually, beginning in year two (2023), in year three (2024) and in year four (2025), respectively, with a percentage increase equal to the percentage by which the Consumer Price Index for All Urban Consumers (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.

For any year the CPI-U is applied for salary adjustment purposes, should the CPI-U for that year reflect a decrease in the year-over-year rate, the salaries of the County Council Members shall remain at the previous year's salary level.

Comparative County Data

Salary enhancements of employees of Prince George's County were evaluated and compared to the salaries of the County Council Members and the County Executive. Specifically, the Compensation Review Board reviewed comparative compensation data regarding General Schedule Employees and Collective Bargaining Unit Employees salaries from Fiscal Year 2019 to Fiscal Year 2021.¹¹

¹¹ See Appendix J. Prince George's County Government Chart of Compensation Changes for Employees Subject to Collective Bargaining and General Schedule dated October 1, 2021.

In Fiscal Year 2019, sworn Police did not receive a Cost-of-Living Adjustment (COLA) but did receive an increment of 1.75% to 3.5% and in Fiscal Year 2020, sworn Police received a 1.5% COLA and an increment of 1.75% to 3.5%.

In Fiscal Year 2019, sworn Fire/EMS received a 2.0% COLA and a 3.5% increment and in Fiscal Year 2020, Fire/EMS received a 2.0% COLA and a 3.5% increment.

In Fiscal Year 2019, Police civilian received a 1.75% COLA and a 3.5 % increment and in Fiscal Year 2020, Police civilian received a 1.5% COLA and a 3.5% increment.

In Fiscal Year 2019, Fire/EMS civilian received a 1.75% COLA and a 3.5 % increment and in Fiscal Year 2020, Fire/EMS did not receive a COLA or an increment.

In Fiscal Year 2019, (ASFCME) AFL-CIO Master Contract workers received a 2.0% COLA and a 3.5% increment and in Fiscal Year 2020, (ASFCME) AFL-CIO Master Contract workers received a 1.5% COLA and a 3.5% increment.

In Fiscal Year 2019, General Schedule employees received a 2.0% COLA and a 3.5% increment and in Fiscal Year 2020, General Schedule employees received a 1.5% COLA and a 3.5% increment.

No County employees were paid a COLA or an increment in Fiscal Year 2021.

In comparison to County employees, County Council Members received the following CPI-U increases: in 2018 - 2.3%; in 2019 - 1.7%; in 2020 - 1.4%; and in 2021 - 5.4%.

In comparison to County employees, the County Executive's salary was frozen for year-one of the term; and salary increases were capped at \$3,000 in years two, three, and four of the term.

Salaries of other County major senior executive leaders were also evaluated.¹² These leaders are the CEO of the Prince George's County Public Schools, the General Manager of the Washington Suburban Sanitary Commission, and the Chairperson of the Prince George's County Planning Board of the Maryland-National Capital Park and Planning Commission (M-NCPPC).

The compensation of these leaders was, in most part, significantly higher than the compensation for the County Executive, with the exception of the Chairperson of the Prince George's County Planning Board.

Comparatively, the Chief Executive Officer of the Prince George's County Public Schools is paid an annual salary of \$326,014 and an additional deferred compensation package in the amount of 53,602, a 2.5% COLA, annual bonus eligibility, pension, health benefits, life insurance and automobile benefits in the form of a driver and security.

The General Manager of the Washington Suburban Sanitary Commission is paid an annual salary of \$294,309, an additional deferred compensation package, as set by the IRS, a COLA which is the same as WSSC employees, annual bonus eligibility, pension, health benefits, life insurance and an automobile allowance.

¹² See Appendix E. Compensation/Benefits Summary Comparison – Other Major County-Based Senior Executive Leaders – September 2021.

The Chairperson of the Prince George's County Planning Board is paid an annual salary of \$222,047 and receives additional compensation in the form of a periodic COLA, pension, health benefits, life insurance and automobile benefits that are unused by the current Chairperson.

Local and Regional Jurisdictions

Salaries in seven selected local and regional jurisdictions were evaluated. Jurisdictions surveyed were Anne Arundel County, Baltimore City, Baltimore County, Charles County, the District of Columbia, Howard County, and Montgomery County.¹³

In Prince George's County, the Fiscal Year 2021 salary for the County Executive is \$218,998 and the County Council Members is \$126,961, with a population of 967,201 and an operating budget of \$4.6 billion (all funds).

In Anne Arundel County, the Fiscal Year 2021 salary for the County Executive is \$142,000 and the County Council Members is \$38,760, with a population of 588,261 and an operating budget of \$1.71 billion.

In Baltimore City, the Fiscal Year 2021 salary for the Mayor is \$194,189 and the City Council Members is \$74,790, with a population of 585,708 and an operating budget of \$3.04 billion.

In Baltimore County, the Fiscal Year 2021 salary for the County Executive is \$175,000 and the County Council Members is \$62,500, with a population of 827,370 and an operating budget of \$3.5 billion.

In Charles County, the Fiscal Year 2021 salary for the President of the County Commissioners is \$61,550 and the County Commissioners is \$50,938, with a population of 166,617 and an operating budget of \$433 million.

In the District of Columbia, the Fiscal Year 2021 salary for the Mayor is \$220,000 and the City Council Members is \$145,696, with a population of 689,545 and an operating budget of \$8.6 billion.

In Howard County, the Fiscal Year 2021 salary for the County Executive is \$199,678 and the County Council Members is \$66,174, with a population of 325,690 and an operating budget of \$1.76 billion.

In Montgomery County, the Fiscal Year 2021 salary for the County Executive is \$203,417 and the County Council Members is \$140,371, with a population of 1,062,061 and an operating budget of \$5.8 billion.

¹³ See Appendix D. County/City Compensation, Population & Operating Budget Comparison Chart – September 2021.

Comparative State Data

The Compensation Review Board considered the salaries of the State elected officials and top-level State executives.¹⁴ Members of the Maryland General Assembly, who sit in Legislative Session three months per year, are currently paid \$50,330, and the Speaker of the House and the President of the Senate are paid \$65,371. Executive level State position salaries range from \$86,971 to \$279,407. The Lieutenant Governor, Comptroller of the Treasury, Treasurer, and Attorney General are paid \$149,500 and the Governor is paid \$180,000.

Comparative Federal Data

Salaries in the Federal Government sector were also considered.¹⁵ Congressional pay is \$174,000. The Speaker of the House is paid \$223,500. Majority and minority leaders in the House and the Senate are paid \$193,400. A GS-15 in the Washington DC Metropolitan area is paid from \$144,128 to \$172,500. Persons in the Senior Executive Service are paid between \$132,522 to \$199,300. Persons in the Executive Schedule are paid from \$161,700 to \$221,400. The Vice President is paid \$235,100. The President is paid \$400,000.

Benefits

The Office of Human Resources Management briefed the Compensation Review Board on the benefits for elected officials.¹⁶ CR-78-2001 was identified as containing the specific benefits offered to executive staff including elected officials. The Compensation Review Board did not recommend any changes to the current benefits package.

Pensions

The Office of Human Resources Management briefed the Compensation Review Board on the pension plans available for elected officials.¹⁷ The Compensation Review Board did not recommend any changes to the current pension benefits package.

At-Large County Council Members

The Board discussed whether the At-Large County Council Members of Prince George's County should have a higher salary than County Council Members of Prince George's County representing individual Council Districts, as they provide Countywide representation. It was determined that

¹⁴ See Appendix K. Maryland State Government Pay Structure, FY 2022

¹⁵ See Appendix L. Federal Government Elected / Executive Pay Structure CY 2021

¹⁶ See Appendix C. Office of Management and Budget Fiscal Briefing Documents - July 2021 and October 2021.

¹⁷ See Appendix C. Office of Management and Budget Fiscal Briefing Documents - July 2021 and October 2021.

the Board would request the 2025-2026 Compensation Review Board to review this issue during its deliberations. Further, the Board asked administrative staff to research this issue, including information regarding surrounding jurisdictions, and report to the 2025-2026 Compensation Review Board on its findings.

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**2021 Legislative Session**

Resolution No. CR-1-2021

Proposed by Council Member Calvin S. Hawkins

Introduced by Council Members Hawkins, Anderson-Walker, Davis, Dernoga, Franklin, Harrison, Ivey, Streeter, Taveras and Turner

Date of Introduction December 15, 2020

RESOLUTION

1 A RESOLUTION concerning

2 2021-2022 Charter Review Commission and Compensation Review Board

3 For the purpose of establishing a Charter Review Commission to undertake a comprehensive
4 study of the Charter and recommending appropriate changes to the County Charter, and
5 generally relating to the Charter Review Commission; and for the purpose of establishing a
6 Compensation Review Board to undertake a comprehensive study and make recommendations
7 regarding the compensation of the County Council Members and County Executive, and
8 generally relating to the Compensation Review Board.

9 WHEREAS, Section 1106 of the Charter of Prince George's County, Maryland provides
10 that the County Council and the County Executive shall appoint, by resolution, a Charter Review
11 Commission; and

12 WHEREAS, Section 308 and Section 406 of the Charter of Prince George's County,
13 Maryland provide for the appointment of a compensation review board by the Council and
14 County Executive; and

15 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
16 County, Maryland, that the 2021-2022 Charter Review Commission and the Compensation
17 Review Board are hereby created.

18 BE IT FURTHER RESOLVED that the 2021-2022 Charter Review Commission shall
19 consist of seven (7) citizens, three (3) appointed by the County Executive and three (3) appointed
20 by the County Council and one (1) Chairperson who shall be jointly agreed upon by the County
21 Executive and the Chairperson of the County Council.

22 BE IT FURTHER RESOLVED that appointees to the 2021-2022 Charter Review

1 Commission will also serve as members of the 2021-2022 Compensation Review Board.

2 BE IT FURTHER RESOLVED that the 2021-2022 Charter Review Commission shall
3 undertake a comprehensive study of the provisions of the Charter of Prince George's County
4 seeking extensive public comment and shall make recommendations to the County Council as to
5 proposed amendments to the Charter by April 1, 2022.

6 BE IT FURTHER RESOLVED pursuant to Sections 308 and 406 of the Prince George's
7 County Charter, a compensation review board shall be appointed not later than December 15,
8 the last year of each term, by the Council and the County Executive to study the rate of current
9 compensation for Council members and the County Executive and make a recommendation
10 regarding the amount of compensation. The board shall issue its recommendation not later than
11 the following February 15, 2022.

12 BE IT FURTHER RESOLVED that the County Council shall provide appropriate staff and
13 clerical support for the 2021-2022 Charter Review Commission and Compensation Review
14 Board.

Adopted this 15th day of December, 2020.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Calvin S. Hawkins, II
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2021 Legislative Session

Bill No. CB-2-2021
Chapter No. 1
Proposed and Presented by Council Member Hawkins
Introduced by Council Members Hawkins, Ivey, Taveras, Davis, Streeter, Glaros,
Harrison, Anderson-Walker, Dernoga and Franklin
Date of Introduction February 2, 2021

BILL

1 AN ACT concerning
2 2021-2022 Compensation Review Board
3 For the purpose of establishing a Compensation Review Board to study the rate of current
4 compensation and allowances for Council members and compensation for the County
5 Executive and making recommendations regarding the amount of compensation in
6 accordance with state and local laws, and generally relating to the Compensation Review
7 Board.

8 WHEREAS, State and County law provide for the appointment of a Compensation
9 Review Board; and

10 WHEREAS, Section 10-302, Local Government I, Annotated Code of Maryland
11 provides that by ordinance, a county may establish a commission to recommend
12 compensation and allowances for members of the county legislative body; and

13 WHEREAS, Section 10-303, Local Government I, Annotated Code of Maryland
14 provides that the county may set the qualifications, term of office, and compensation for
15 the county executive; and

16 WHEREAS, subject to State law, Charter Section 308 and Charter Section 406
17 require that a compensation review board be appointed by the Council and the County
18 Executive not later than December 15 of the last year of the term to study the rate of
19 current compensation for Council members and the County Executive and not later than
20 the following February 15, shall make a recommendation regarding the amount of
21 compensation; and the Council may, within ninety days of the receipt of the compensation

1 review board's recommendation, amend the recommendation by a vote of not less than
2 two-thirds of the full Council, otherwise the recommendation shall stand approved; and

3 WHEREAS, Section 2-110.01 of the Prince George's County Code contains the
4 current provisions for the compensation of the Council members and Section 2-112.01 of
5 the Prince George's County Code contains the current provisions for the compensation of
6 the County Executive; and therefor,

7 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
8 Maryland, that the 2021-2022 Compensation Review Board was established, pursuant to
9 CR-1-2021, and the establishment of the 2021-2022 Compensation Review Board is
10 hereby ratified, by ordinance, set forth herein, pursuant to Section 10-302, Local
11 Government I, Annotated Code of Maryland.

12 SECTION 2. BE IT FURTHER ENACTED that the 2021-2022 Compensation
13 Review Board shall consist of seven (7) citizens, three (3) appointed by the County
14 Council and three (3) appointed by the County Executive, and one (1) Chairperson, who
15 shall be jointly agreed upon by the County Executive and the Chair of the County Council.

16 SECTION 3. BE IT FURTHER ENACTED that the 2021-2022 Compensation
17 Review Board shall consist of the following seven citizens: Camille A Exum, Samuel H.
18 Dean, Dr. Stefanie Stenard, appointed by the County Council, The Honorable Byron S.
19 Bereano, Ms. Glenda R. Wilson, Ms. Jacqueline B. Woody, appointed by the County
20 Executive, and Chairperson Lupi Grady, jointly agreed upon by the County Executive and
21 the Chair of the County Council.

22 SECTION 4. BE IT FURTHER ENACTED that pursuant to Section 10-302, Local
23 Government I, Annotated Code of Maryland, within 15 days after the beginning of the
24 fourth year of the term, a commission established under this section, by resolution, shall
25 submit to the county legislative body its recommendation for the compensation and
26 allowances for members of the county legislative body.

27 SECTION 5. BE IT FURTHER ENACTED that pursuant to Section 10-302, Local
28 Government I, Annotated Code of Maryland, the commission may recommend an increase
29 or decrease in the compensation and allowances for members of the county legislative
30 body, but it may not be less than provided in the county charter. On receiving the Board's
31 resolution, the county legislative body may reduce or reject the commission's

1 recommendation but may not increase any item. Any change in the compensation and
2 allowances of members of the county legislative body shall be enacted by ordinance before
3 the election for the members of the next succeeding county legislative body and take effect
4 only for the members of the next succeeding county legislative body.

5 SECTION 6. BE IT FURTHER ENACTED pursuant to Section 10-303, Local
6 Government I, Annotated Code of Maryland provides that the county may set the
7 qualifications, term of office, and compensation for the county executive; and the 2021-
8 2022 Compensation Review Board shall study the current compensation for the County
9 Council and the County Executive and shall make recommendations regarding such
10 compensation.

11 SECTION 7. BE IT FURTHER RESOLVED that the County Council shall provide
12 appropriate staff and clerical support for the 2021-2022 Compensation Review Board.

13 SECTION 8. BE IT FURTHER RESOLVED that the appointees to the 2021-2022
14 Compensation Review Board will also serve as members of the 2021-2022 Charter Review
15 Commission.

16 SECTION 9. BE IT FURTHER ENACTED that the provisions of this Act are hereby
17 declared to be severable; and, in the event that any section, subsection, paragraph,
18 subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or
19 unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality
20 shall not affect the remaining words, phrases, clauses, sentences, subparagraphs,
21 paragraphs, subsections, or sections of this Act, since the same would have been enacted
22 without the incorporation in this Act of any such invalid or unconstitutional word, phrase,
23 clause, sentence, paragraph, subparagraph, subsection, or section.

24 SECTION 10. BE IT FURTHER ENACTED that this Act shall take effect forty-five
25 (45) calendar days after it becomes law.

Adopted this 23rd day of February, 2021.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____

Calvin S. Hawkins, II
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____

BY: _____

Angela D. Alsobrooks
County Executive

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2021 Legislative Session

Resolution No. CB-27-2021

Proposed by _____ Council Member Hawkins _____

Introduced by _____

Co-Sponsors

Date of Introduction

BILL

1 serve; and

2 WHEREAS, there is a need to appoint an alternate member of the Compensation Review
3 Board.

4 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
5 Maryland, that the 2021-2022 Compensation Review Board was established, pursuant to CR-1-
6 2021, and was ratified, by ordinance, CB-2-2021, pursuant to Section 10-302, Local Government
7 I Article, Annotated Code of Maryland.

8 SECTION 2. BE IT FURTHER ENACTED that the 2021-2022 Compensation Review
9 Board shall consist of seven (7) citizens, three (3) appointed by the County Council and three (3)
10 appointed by the County Executive, and one (1) Chairperson, who shall be jointly agreed upon
11 by the County Executive and the Chair of the County Council.

12 SECTION 3. BE IT FURTHER ENACTED that the appointees to the 2021-2022
13 Compensation Review Board will also serve as members of the 2021-2022 Charter Review
14 Commission.

15 SECTION 4. BE IT FURTHER ENACTED that subsequent to the enactment of CB-2-
16 2021, the County Council and County Executive were advised that an appointee, a designee of
17 the County Executive, was unable to serve and there is a need to appoint an alternate member of
18 the Compensation Review Board.

19 SECTION 5. BE IT FURTHER ENACTED that Mr. Dennis Brownlee, a designee of the
20 County Executive, is hereby appointed to the Compensation Review Board.

21 SECTION 6. BE IT FURTHER ENACTED that the 2021-2022 Compensation Review
22 Board shall consist of the following seven citizens: The Honorable Camille A Exum, The
23 Honorable Samuel H. Dean, Dr. Stephanie Stanard, appointed by the County Council, Mr.
24 Dennis Brownlee, Ms. Glenda R. Wilson, and Ms. Jacqueline B. Woody, appointed by the
25 County Executive, and The Honorable Chairperson Lupi Grady, jointly agreed upon by the
26 County Executive and the Chair of the County Council.

27 SECTION 7. BE IT FURTHER ENACTED that the provisions of this Act are hereby
28 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
29 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
30 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining
31 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this

1 Act, since the same would have been enacted without the incorporation in this Act of any such
2 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,
3 or section.

4 SECTION 8. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)
5 calendar days after it becomes law.

Adopted this _____ day of _____, 2021.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____

Calvin S. Hawkins, II
Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____

BY: _____

Angela D. Alsobrooks
County Executive

APPENDIX B-1

Md. LOCAL GOVERNMENT Code Ann. Section 10-302

§ 10-302. County legislative body -- Compensation

(a) Compensation commission. -- By ordinance, a county may establish a commission to recommend compensation and allowances for members of the county legislative body.

(b) Recommendations. --

(1) Within 15 days after the beginning of the fourth year of the term, a commission established under this section, by resolution, shall submit to the county legislative body its recommendation for the compensation and allowances for members of the county legislative body.

(2) Subject to subsection (e) of this section, the commission may recommend an increase or decrease in the compensation and allowances for members of the county legislative body.

(c) Legislative action. -- On receiving the resolution, the county legislative body may reduce or reject the commission's recommendation but may not increase any item.

(d) Changes in salary. -- Any change in the compensation and allowances of members of the county legislative body shall be enacted by ordinance before the election for the members of the next succeeding county legislative body and take effect only for the members of the next succeeding county legislative body.

(e) Minimum for compensation and allowances. -- The compensation or allowances for members of the county legislative body of a charter county may not be less than provided in the county charter.

APPENDIX B-2

Md. LOCAL GOVERNMENT Code Ann. Section 10-303

§ 10-303. County officers, officials, and employees

- (a) County executive authority. -- If a county executive is authorized, the county may set the qualifications, term of office, and compensation for the county executive.
- (b) County officers -- Appointment and removal. -- A county may provide for the appointment and removal of all county officers except those whose appointment or election is provided for by the Maryland Constitution or public general law.
- (c) County officers -- Conflicts of interest. -- A county legislative body may enact local laws to:
 - (1) prevent conflicts between the private interests and public duties of county officers and members of the county legislative body.
 - (2) govern the conduct and actions of all county officers and members of the county legislative body in the performance of their public duties; and
 - (3) provide for penalties, including removal from office, for a violation of the local laws or any regulations adopted under the local laws.
- (d) County officials and employees -- Merit system. -- A county may provide for a merit system governing the appointment of county officials and employees not elected or appointed under the Maryland Constitution or public general law.

APPENDIX B-3

Charter for Prince George's County, Maryland

Section 308. Compensation.

The compensation of Council Members may be changed by an affirmative vote of not less than two-thirds of the members of the Council. Not later than December 15 of the last year of each term, a compensation review board shall be appointed by the Council and the County Executive to study the rate of current compensation for Council members and the County Executive and make a recommendation regarding the amount of compensation. Membership on the Council shall be considered a full-time position for the purpose of determining compensation. The board shall issue its recommendation not later than the following February 15. The Council may, within ninety days of the receipt of the compensation review board's recommendation, amend the recommendation by a vote of not less than two-thirds of the full Council, otherwise the recommendation shall stand approved. Any increase or decrease in compensation which becomes law during one term of office shall not become effective before the next term.

(Amended, CB-114-1986, ratified Nov. 4, 1986; Amended, CB-70-2002, ratified Nov. 5, 2002; Amended, CB-38-2018, ratified Nov. 6, 2018)

Editor's note(s)—Section 2-110.01 of the County Code contains the current provisions for compensation of Council Members.

APPENDIX B-4

Charter for Prince George's County, Maryland

Section 406. Compensation.

The County Executive's compensation may be changed by an affirmative vote of not less than two-thirds of the members of the Council. Not later than December 15 of the last year of each term, a compensation review board shall be appointed by the Council and the County Executive to study the rate of current compensation for the Council and the County Executive and make a recommendation regarding the amount of compensation. The board shall issue its recommendation not later than the following February 15. The Council may, within ninety days of the receipt of the compensation review board's recommendation, amend the recommendation by a vote of not less than two-thirds of the full Council, otherwise the recommendation shall stand approved. Any increase or decrease in compensation which becomes law during one term of office shall not become effective before the next term.

(Amended, CB-70-2002, ratified Nov. 5, 2002)

Fiscal Briefing Compensation Review Board

Office of Management and Budget

July 7, 2021



Angela D. Alsobrooks
County Executive
"Prince George's Proud"

Agenda

- County Financial Status
 - Summary of Revenues
 - Summary of Spending
 - Fund Balances
 - Bond Ratings
- FY 2022 – 2027 General Fund Forecast

Summary of Revenues

- County-sourced revenue is projected to increase by 1.6% in FY 2022 excluding use of fund balance

- Personal property taxes and income taxes are forecast to decrease based on the impact of the pandemic on businesses and continued high unemployment

- Gaming revenue will increase at a greater rate due to a State law change that eliminates “hold harmless” payments from County revenues

	FY 2020 (\$ in Millions)	FY 2021 Actual	FY 2021 Estimated	FY 2022 Approved	\$ Change	% Change
County Sourced Revenues						
Real Property Tax	848.4	894.7	912.6	912.6	17.9	2.0%
Personal Property Tax	81.2	81.2	73.1	-8.1	-10.0%	
Income Tax	644.9	647.4	633.5	-13.9	-2.2%	
Disparity Grant	36.2	35.9	36.3	0.3	0.9%	
Transfer Tax	121.9	121.0	123.4	2.4	2.0%	
Recordation Tax	50.7	50.0	51.0	1.0	2.0%	
Energy Tax	71.7	70.0	72.4	2.4	3.5%	
Telecommunications Tax	17.9	14.0	13.5	-0.5	-3.6%	
Other Local Taxes	23.3	6.4	18.7	12.3	194.0%	
State-Shared Taxes	7.0	6.6	7.3	0.6	9.2%	
Licenses and Permits	51.6	51.1	70.5	19.4	38.0%	
Use of Money and Property	17.3	7.6	8.5	0.9	12.1%	
Charges for Services	55.1	54.8	59.9	5.1	9.3%	
Intergovernmental Revenue	33.0	48.9	40.4	-8.5	-17.4%	
Miscellaneous Revenue	11.0	10.5	13.2	2.7	25.6%	
Other Financing Sources	37.8	55.0	43.3	-11.7	-21.3%	
Subtotal County Sources	2,109.0	2,155.1	2,177.5	22.4	1.0%	
Subtotal w/o Fund Balance	2,071.2	2,100.2	2,134.2	34.1	1.6%	
Board of Education	1,323.1	1,503.7	1,526.3	22.6	1.5%	
Community College	74.3	88.7	81.5	-7.3	-8.2%	
Library	8.7	8.9	9.3	0.4	4.4%	
Subtotal Outside Aid	1,406.1	1,601.4	1,617.1	15.7	1.0%	
Grand Total General Fund	3,515.1	3,756.5	3,794.6	38.1	1.0%	
Total w/o Fund Balance	3,477.4	3,701.5	3,751.3	49.8	1.3%	

Summary of Spending

	FY 2020 Actual	FY 2021 Estimated	FY 2022 Approved	\$ Change	% Change
General Government	\$84.5	\$103.4	\$94.1	-\$9.3	-9.0%
Courts	19.0	20.6	19.3	-1.3	-6.1%
Public Safety					
States' Attorney	18.1	20.7	19.9	-0.8	-3.7%
Police	342.2	349.2	336.3	-12.8	-3.7%
Fire/EMS	214.4	213.5	213.3	-0.2	-0.1%
Sheriff	51.5	51.8	47.7	-4.1	-7.9%
Corrections	95.3	94.8	92.5	-2.4	-2.5%
Homeland Security	35.5	38.5	37.3	-1.1	-3.0%
Environment	4.6	4.2	5.3	1.1	25.8%
Human Services					
Family Services	5.0	6.2	6.5	0.3	4.3%
Health	26.4	41.2	30.1	-11.0	-26.8%
Social Services	4.3	8.5	6.3	-2.2	-25.5%
Infrastructure and Development					
DPW/T	11.4	14.2	14.3	0.2	1.1%
DPIE	11.7	11.5	13.1	1.7	14.5%
Housing	3.9	4.9	5.0	0.2	3.4%
Education and Library					
Primary and Secondary Education	2,079.0	2,319.5	2,343.2	23.7	1.0%
Community Colleges	115.7	132.7	123.2	-9.5	-7.1%
Libraries	32.3	33.7	33.4	-0.4	-1.1%
Non-Departmental	326.7	310.5	353.6	43.1	13.9%
Total – General Funds	\$3,481.5	\$3,779.5	\$3,794.6	\$15.1	0.4%

Major Spending Changes

FY 2021 Estimated vs. FY 2022 Approved

- Less funding to fill positions/operating expense cuts: Police -\$12.8 million, Sheriff & operating expenses -\$4.1 million, Corrections & operating expenses -\$2.4 million
- COVID-19 operating expenses: Health -\$11.0 million
- Non-Departmental: Debt service based on bond sales \$14.1 million, potential salary increase \$13.8 million, grants and transfers \$15.2 million
- Outside aid Board of Education: \$23.7 million and community college -\$9.5 million

General Fund Balances

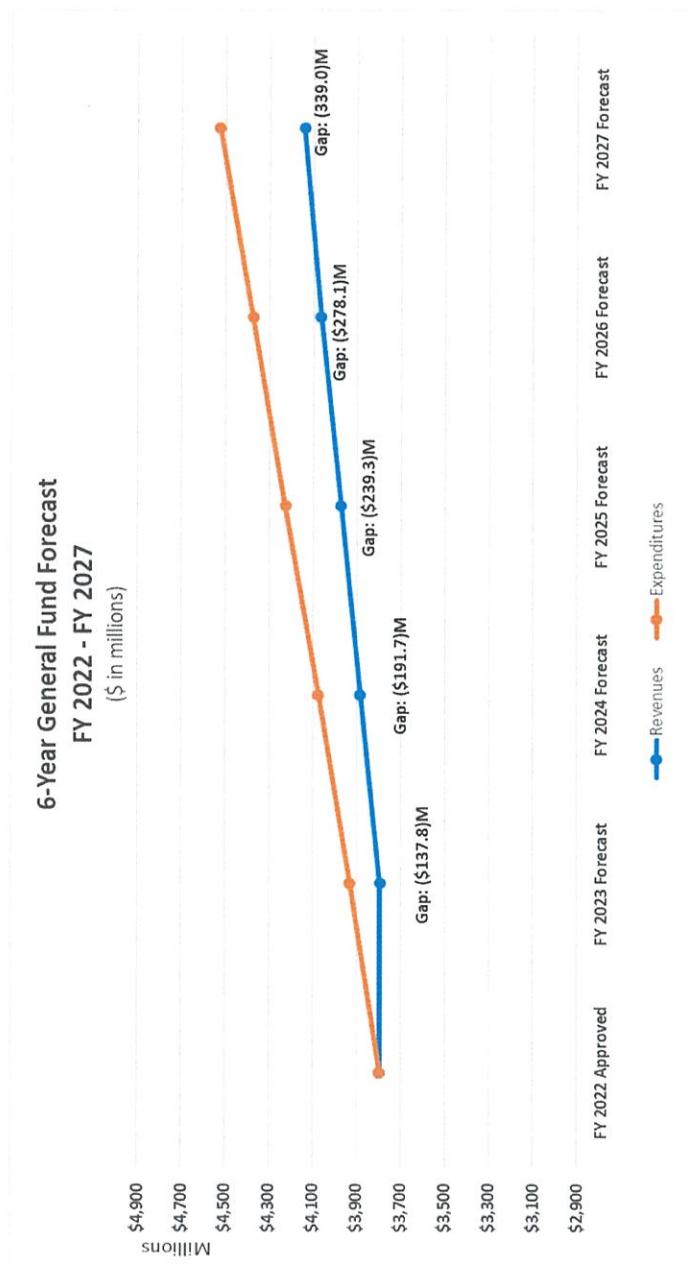
	FY 2020 Actual	FY 2021 Estimate	% Change	FY 2022 Approved	\$ Change	% Change
Revenues	\$3,477.4	\$3,701.5	1.4%	\$3,751.8	\$50.3	1.4%
Expenditures	3,515.1	3,779.5	1.8%	3,794.6	15.1	0.4%
Surplus/(Deficit)	-37.8	-78.0	-42.8	-42.8	-35.1	-45.1%
Fund Balance	FY 2020 Actual	FY 2021 Estimate		FY 2022 Estimate		
Restricted (5%)	\$182.1	\$185.1		\$187.6		
Committed (2%)	72.8	74.0		75.0		
Unassigned	176.2	94.0		47.7		
Total	\$431.1	\$353.2		\$310.3		
Fund Balance as % of General Fund Revenues	12.4%	9.5%		8.3%		

Bond Ratings

- The County issued General Obligation bonds in May 2021
- All 3 bond rating agencies assigned a “AAA” rating to the bonds
- Credit Strengths
 - County economy
 - Strong Management
 - Liquidity/Reserves/Budget flexibility
- Credit Weaknesses
 - Pension and retiree health care unfunded liabilities
 - Budget performance exceeding revenues

Out Year Forecast of Revenues & Spending

- Projected general fund spending continues to outpace revenues
- A gap of -\$138 million is estimated for FY 2023, growing to -\$339 million by FY 2027
- Post-pandemic revenue growth is relatively flat due to higher unemployment levels



FY 2023 FISCAL OUTLOOK

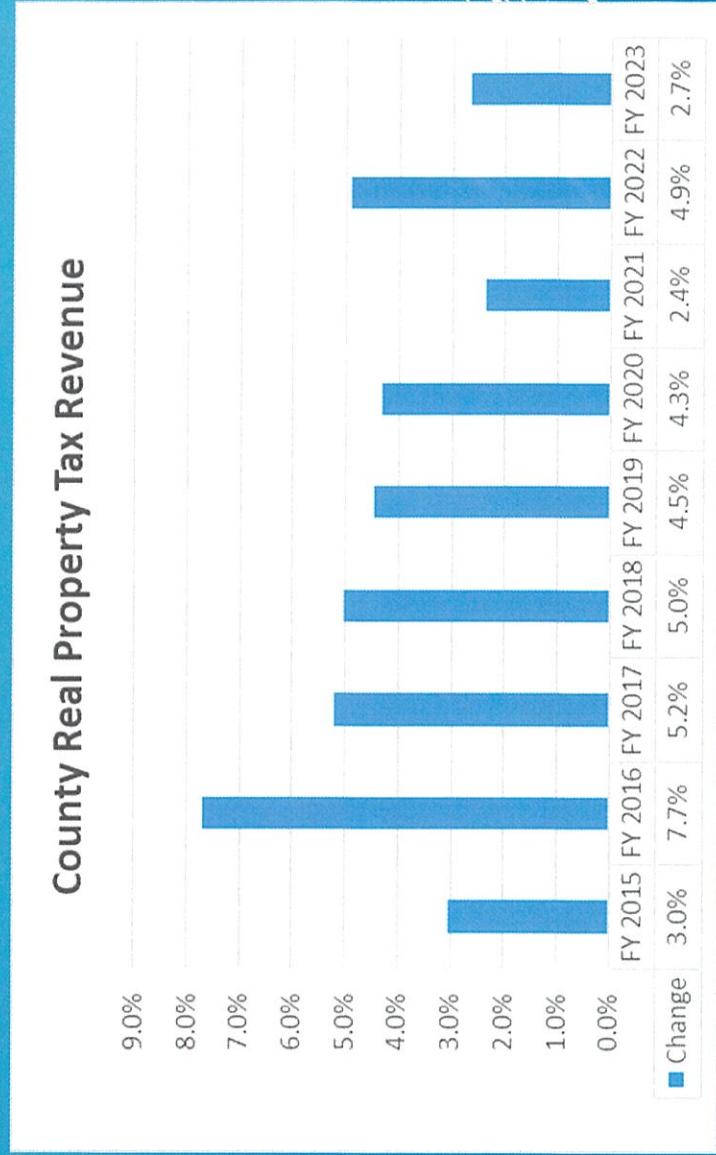
Office of Management and Budget
September 15, 2021



MAJOR REVENUES

REAL PROPERTY TAX

- The FY 2023 projection reflects a 2.7% increase in real property tax collections. Due to higher inflation the Homestead Tax Credit grows by 5% in FY 2023. The strong real estate market suggests that assessment growth will continue.



	Reassessment Change Before Triennial Phase-In			All		
	Residential	Commercial	Property	Residential	Commercial	Property
FY 2020 (Group 1)	19.2%	12.4%	16.8%			
FY 2021 (Group 2)	13.3%	13.1%	13.3%			
FY 2022 (Group 3)	12.6%	15.1%	13.4%			

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	Actual	Estimated	Estimated	Forecast						
Real Property Tax - General	\$634.5	\$653.9	\$673.7	\$708.4	\$743.6	\$776.3	\$814.4	\$827.3	\$874.6	\$897.8
Real Property Tax - School	0.0	0.0	30.6	32.6	34.8	36.9	33.9	41.1	36.4	37.4
Total	\$634.5	\$653.9	\$704.3	\$741.0	\$778.4	\$813.2	\$848.4	\$868.3	\$911.0	\$935.2

PERSONAL PROPERTY TAX

► FY 2021

collections

were much

higher than

expected at

15.6%, possibly
due to federal
stimulus aid.

20.0%

15.0%

10.0%

5.0%

0.0%

-5.0%

-10.0%

-15.0%

-20.0%

-25.0%



► The forecast
assumes a drop
in FY 2022 and

2023 consistent
with average
collections for
the FY 2017-
2020 period.

(\$ in millions)

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	Actual	Estimated	Estimated	Forecast						
Personal Property Tax - General	\$70.5	\$67.0	\$73.5	\$82.9	\$79.7	\$79.7	\$78.0	\$90.1	\$81.6	\$81.7
Personal Property Tax - School	0.0	0.0	3.0	3.3	3.4	3.3	3.2	3.2	3.3	3.3
Total	\$70.5	\$67.0	\$76.5	\$86.2	\$83.1	\$82.9	\$81.2	\$93.9	\$85.0	\$85.0

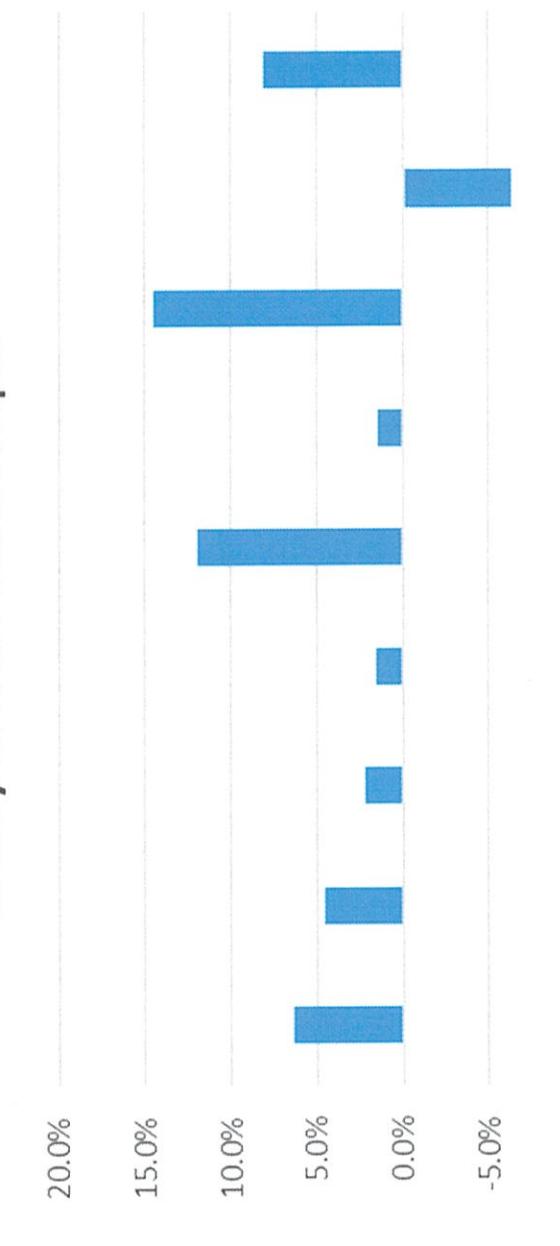
INCOME TAX RECEIPTS

- FY 2021 income taxes were \$90 million higher due to federal stimulus.

- FY 2022 assumes a reduction of 6.3% based on high unemployment and the end of federal unemployment support.

- FY 2023 is based on expected growth in personal income and lower unemployment.

County Income Tax Receipts



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
	Actual	Estimated	Estimated	Forecast						
Income Tax	\$492.3	\$523.6	\$547.6	\$559.4	\$567.9	\$635.9	\$644.9	\$738.3	\$691.7	\$747.3

SUMMARY – PRELIMINARY REVENUE PROJECTIONS

(\$ in Millions)	FY 2020			FY 2021			FY 2022			FY 2023			FY 2022 Est vs FY 2023 Forecast	
	Actual	Estimated	Approved	Estimated	Approved	Forecast	Estimated	Approved	Forecast	Estimated	Approved	\$ Change	% Change	
County Sourced Revenues														
Real Property Tax	848.4	868.3	912.6	911.0	935.2	935.2	912.6	911.0	935.2	935.2	935.2	2.5%	2.5%	
Personal Property Tax	81.2	93.9	73.1	85.0	85.0	85.0	81.2	93.9	85.0	85.0	85.0	16.3%	16.3%	
Income Tax	644.9	738.3	633.5	691.7	747.3	747.3	644.9	738.3	691.7	747.3	747.3	18.0%	18.0%	
Disparity Grant	36.2	35.9	36.3	37.0	37.7	37.7	36.2	35.9	37.0	37.7	37.7	4.0%	4.0%	
Transfer Tax	121.9	143.6	123.4	123.4	125.9	125.9	121.9	143.6	123.4	125.9	125.9	2.0%	2.0%	
Recordation Tax	50.7	60.3	51.0	51.0	41.6	41.6	50.7	60.3	51.0	41.6	41.6	-18.4%	-18.4%	
Energy Tax	71.7	73.6	72.4	72.4	73.9	73.9	71.7	73.6	72.4	73.9	73.9	2.0%	2.0%	
Telecommunications Tax	17.9	13.4	13.5	12.2	10.9	10.9	17.9	13.4	13.5	12.2	10.9	-2.6	-19.0%	
Other Local Taxes	23.3	13.2	18.7	18.8	19.1	19.1	23.3	13.2	18.7	18.8	19.1	0.4	2.2%	
State-Shared Taxes	7.0	7.6	7.3	7.5	7.6	7.6	7.0	7.6	7.3	7.5	7.6	0.3	4.3%	
Licenses and Permits	51.6	59.2	70.5	67.0	68.9	68.9	51.6	59.2	70.5	67.0	68.9	-1.6	-2.3%	
Use of Money and Property	17.3	4.0	8.5	5.5	5.6	5.6	17.3	4.0	8.5	5.5	5.6	-2.9	-34.3%	
Charges for Services	55.1	44.2	59.9	43.7	44.5	44.5	55.1	44.2	59.9	43.7	44.5	-15.4	-25.7%	
Intergovernmental Revenue	33.0	40.2	40.4	33.9	33.1	33.1	33.0	40.2	40.4	33.9	33.1	-7.3	-18.0%	
Miscellaneous Revenue	11.0	9.7	13.2	8.4	8.0	8.0	11.0	9.7	13.2	8.4	8.0	-5.2	-39.2%	
Other Financing Sources	37.8	0.0	43.3	43.3	0.0	0.0	37.8	0.0	43.3	43.3	0.0	-43.3	-100.0%	
Subtotal County Sources	2,109.0	2,205.7	2,177.5	2,211.7	2,244.3	2,244.3	2,109.0	2,205.7	2,177.5	2,211.7	2,244.3	66.7	3.1%	
Subtotal w/o Fund Balance	2,071.2	2,205.7	2,134.2	2,168.4	2,244.3	2,244.3	2,071.2	2,205.7	2,134.2	2,168.4	2,244.3	110.0	5.2%	
Board of Education	1,322.8	1,503.7	1,526.3	1,526.3	1,587.3	1,587.3	1,322.8	1,503.7	1,526.3	1,526.3	1,587.3	61.1	4.0%	
Community College	74.3	70.8	81.5	81.5	87.5	87.5	74.3	70.8	81.5	81.5	87.5	6.0	7.4%	
Library	8.7	8.4	9.3	9.3	9.4	9.4	8.7	8.4	9.3	9.3	9.4	0.1	1.0%	
Subtotal Outside Aid	1,405.8	1,582.9	1,617.1	1,617.1	1,684.2	1,684.2	1,405.8	1,582.9	1,617.1	1,617.1	1,684.2	67.1	4.2%	
Grand Total General Fund	3,514.8	3,788.5	3,794.6	3,828.8	3,928.5	3,928.5	3,514.8	3,788.5	3,794.6	3,828.8	3,928.5	133.9	3.5%	
Total w/o Fund Balance	3,477.0	3,788.5	3,751.3	3,785.5	3,928.5	3,928.5	3,477.0	3,788.5	3,751.3	3,785.5	3,928.5	177.2	4.7%	

GENERAL FUND UPDATE

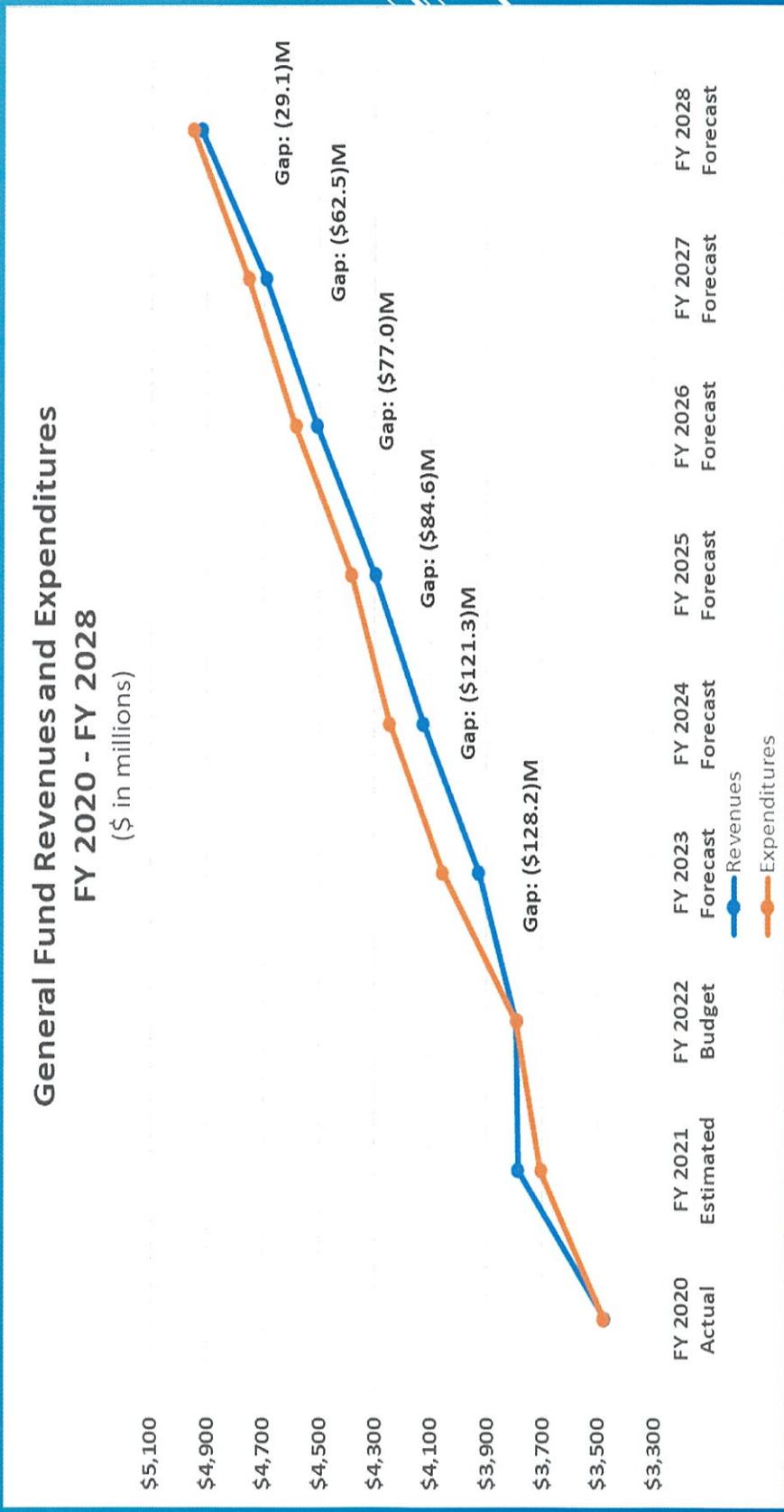
General Fund Fiscal Summary

General Fund Outlook (\$ in millions)

	FY 2020 Actual	FY 2021 Estimated	% Change	FY 2022 Approved	\$ Change	% Change
Revenues	\$3,477.4	\$3,788.5	2.4%	\$3,794.6	\$6.1	0.2%
Expenditures	3,515.1	3,706.7	-1.9%	3,794.6	87.9	2.4%
Surplus/(Deficit)	-37.8	81.8		0.0	-81.8	-100.0%
					FY 2022 Estimate	
Fund Balance						
Restricted (5%)	\$182.1	\$189.4			\$189.7	
Committed (2%)	72.8	75.8			75.9	
Unassigned	176.2	247.8			204.1	
Total	\$431.1	\$513.0			\$469.7	
Fund Balance as % of General Fund Revenues	12.4%	13.5%			12.4%	

GENERAL FUND: SIX-YEAR FORECAST

- In the absence of structural change, an annual budget variance of (\$29.1)~(\$128.2) million is projected between FY 2023~FY 2028.



SIX-YEAR FORECAST – REVENUES

- The forecast estimates growth of 5.2% in County source revenues from FY 2022 to FY 2023 due to the strength of the income tax attainment and continued growth in projected personal income (which increases median household income).
- From FY 2023-FY 2028, County-sourced revenue is projected to grow at 3.8% annually, consistent with pre-pandemic levels. The forecast assumes:
 - Real property tax grows annually by 2.7% based on continued increases in assessments and slightly higher inflation providing additional capacity under the property tax limit;
 - Income tax receipts are estimated to increase an average of 7.2% annually based on projections of personal income growth and lower unemployment;
 - Transfer and recordation revenues are projected to increase by 2.0% annually as the growth in sales volume and median home price moderate. A portion of the Recordation Tax is also dedicated to housing programs;
 - Most other revenue sources grow moderately based on activity or the costs of goods and services estimated at 2.0% per year.

SIX-YEAR FORECAST – EXPENDITURES

- Assumes up to \$82.2M increase in County Maintenance of Effort to the Board of Education for the Blueprint for Maryland's Future requirements based on Department of Legislative Services projections and in subsequent years, increases in County contributions and State Aid;
- Reflects the annualization of pending FY 2022 compensation enhancements (merits) in FY 2023 along with merits and COLAs and other employee bargaining group agreements in FY 2023 and subsequent years; and
- Reflects pension adjustments based on FY 2021 experience and actuarial projections and operating expense adjustments (1% for all departments for FY 2023 and 2% in subsequent years plus case by case adjustments for known items.

SIX-YEAR FORECAST – EXPENDITURES CONT.

- Assumes no increase in Solid Waste Fund fees in FY 2023 and in subsequent years to cover ongoing expenses in that fund. This results in the removal of agency recovery charges (\$19.7M) against the Solid Waste Fund from the Department of Public Works & Transportation and Department of Permitting, Inspections and Enforcement; thereby increasing the General Fund commitment;
- Public Safety Staffing – assumes current level of staffing to partially keep up with attrition for all public safety departments;
- Assumes an increase in Countywide information technology requirements that are assessed by the Office of Information Technology;
- Education sector average annual County contribution increase of 2.5% for Community College (along with \$6M increase for Cade formula funding) and 2.5% for Library; and
- Assumes annual debt service of between \$173M and \$208M in the years between FY 2023 and FY 2028.

GENERAL FUND FY 2023 FORECAST – EXPENDITURES

FUNCTION/AGENCY	FY 2020			FY 2021			FY 2022			FY 2023			FY 22 Budget vs. FY 23 Forecast	
	Actual	Estimated	Budget										\$ Change	% Change
General Government	\$ 84.5	\$ 95.7	\$ 94.1										\$ 9.8	10.4%
Courts	\$ 19.0	\$ 20.5	\$ 19.3										\$ 2.0	10.2%
Public Safety	\$ 757.0	\$ 738.6	\$ 747.0										\$ 65.5	8.8%
Environment	\$ 4.6	\$ 4.2	\$ 5.3										\$ 1.0	19.4%
Human Services	\$ 35.7	\$ 47.5	\$ 43.0										\$ 3.4	7.9%
Infrastructure and Development	\$ 26.9	\$ 31.5	\$ 32.5										\$ 26.0	80.0%
Education and Library	\$ 820.9	\$ 884.5	\$ 882.7										\$ 83.8	9.5%
Non-Departmental	\$ 326.7	\$ 301.4	\$ 353.6										\$ 3.4	1.0%
Total - County Source Expenditures	\$2,075.4	\$2,124.0	\$2,177.6										\$ 194.9	9.0%

- Totals exclude Outside Aid.
- The FY 2021 estimated total reflects unaudited expenses as of 9/9/2021. Additional adjustments will occur prior to the release of the County's audit.

GENERAL FUND FY 2023 FORECAST – EXPENDITURES

FUNCTION/AGENCY	FY 2020			FY 2021			FY 2022			FY 2023			FY 22 Budget vs. FY 23 Forecast	
	Actual	Estimated	Budget										\$ Change	% Change
General Government	\$ 84.5	\$ 95.7	\$ 94.1										\$ 9.8	10.4%
Courts	\$ 19.0	\$ 20.5	\$ 19.3										\$ 2.0	10.2%
Public Safety	\$ 757.0	\$ 738.6	\$ 747.0										\$ 65.5	8.8%
Environment	\$ 4.6	\$ 4.2	\$ 5.3										\$ 1.0	19.4%
Human Services	\$ 35.7	\$ 47.5	\$ 43.0										\$ 3.4	7.9%
Infrastructure and Development	\$ 26.9	\$ 31.5	\$ 32.5										\$ 26.0	80.0%
Education and Library	\$ 2,227.0	\$ 2,467.2	\$ 2,499.8										\$ 150.9	6.0%
Non-Departmental	\$ 326.7	\$ 301.4	\$ 353.6										\$ 3.4	1.0%
Total - General Fund Budget	\$3,481.5	\$3,706.7	\$3,794.6										\$ 262.1	6.9%

- Total reflects costs supported by County Source and Outside Aid Revenues.
- The FY 2021 estimated totals reflects unaudited expenses as of 9/9/2021. Additional adjustments will occur prior to the release of the County's audit.

RESERVE FUNDS

DISCUSSION OF ISSUES

- Legal Interpretation of 5% Charter Provision and how Reserves are used
- Revenue Volatility
- Adequacy of County Reserve Levels
 - 5% and 2%
 - Should levels be increased?
- Creation of a separate Fiduciary Fund?
- Withdrawal Rules
- Deposit Rules

APPENDIX D

COUNTY/CITY COMPENSATION, POPULATION & OPERATING BUDGET COMPARISON CHART

<u>County or City</u>	<u>Total population</u>	<u>Number of Districts & Average Population per District</u>	<u>Salary per Council member</u>	<u>Chair & vice Chair salaries</u>	<u>Salary of County Executive or Mayor</u>	<u>Number At-large</u>	<u>Annual Budget (Fiscal 2021)</u>
Anne Arundel	588,261	7 districts Average per district 86,500	\$38,760	\$43,350 (chair) \$39,780 (vice chair)	\$142,000	None	Operating: \$1.71B
Baltimore City	585,708	14 Districts Average per district 44,944	\$74,790	\$128,583 (Pres.) \$82,662 (Vice)	\$194,189	1 (President)	Operating: \$3.04B
Baltimore County	827,370	7 Districts Average per district 118,195	\$62,500	\$71,427 (chair)	\$175,000	None	Operating: \$3.5B
Charles County	166,617	4 Districts Average per district 42,000	Commissioners \$50,938	No deviation	\$61,550 President of County Commissioners \$220,000	1 (President)	Operating: \$433M
District of Columbia	689,545	8 Wards Average per ward 75,313	\$145,696	\$210,000 (chair)		5 at large	Operating: \$8.6B
Howard County	325,690	5 Districts Average per district 65,138	\$66,174	\$70,000 (chair)	\$199,678	None	Operating: \$1.76B
Montgomery County	1,062,061	5 districts Average per district 205,111	\$140,371	\$154,408 (president) \$140,371 (vice)	\$203,417	4 at large	Operating: \$5.8B
Prince George's County	967,201	9 districts Average per district 105,902	\$126,961	\$133,309 (chair) \$130,135 (vice chair) Base pay	\$218,998	2 at large	Operating: \$3.71B

APPENDIX E

Compensation/ Benefits Summary - Other Major County-Based Major Senior Executive Leaders

Position	CEO, Prince George's County Public Schools	General Manager, Washington Suburban Sanitary Commission	Chairperson, Prince George's County Planning Board
Annual Salary, FY 2022	\$326,014	\$294,309	\$222,047
Deferred Compensation			Maximum allowable for Grade G-38 in the General Schedule of the Prince George's County Salary Plan, per CR-70-2013
Annual Salary Adjustments	Cost of Living Adjustment (2.5%)	Cost of Living Adjustment as WSSC Employee	Yes, as set by IRS No
Annual Bonus Eligibility	Yes, eligible based on Board of Education discretion		Adjustments tied to maximum allowable salary of G-38 in County Salary Plan, as adjusted periodically
Pension	Yes, as PGCPs employee	Yes, as WSSC employee	Yes, as M-NCPPC employee
Health Benefits/Life Insurance	Yes, as PGCPs employee	Yes, as WSSC employee	Yes, as M-NCPPC employee
Automobile	Yes, w/ driver & security	Yes, \$12,000 allowance	Yes, but declined

Prince George's County Council
Council Member - Responsibilities/Duties

"All Legislative powers of the County are vested in the County Council. In addition, the County Council sits as the District Council on zoning and land use matters, and as the Board of Health on health policy matters."

- Legislative (propose and vote on bills, resolutions and administrative correspondence considered for enactment or amendment of County law or policy)
- Land-use authority (oversee planning and zoning with quasi-judicial review and vote on land-use cases)
- Board of Health (govern and guide health policy)
- Appoint and confirm County Executive appointments of Agency heads, or to Boards and Commissions
- Council Standing Committees (hold work sessions to consider, amend and vote on proposed legislation)
- Task Forces and Work Groups (to consider and develop legislation and/or policy)
- Review and adopt Annual County & Bi-County Agency Budgets - Operating & Capital
- Set tax rates
- Fiduciary responsibility (Authorize funding and provide oversight for government expenditures)
- Manage individual Council District Office Budget (currently \$380,625 per year)
- Supervise individual Council District Office Staff (all Exempt personnel)
- Work on projects to improve the quality of life in individual Council District
- Meet with constituents, community organizations
- Respond to constituent concerns
- Meet with County officials on various legislative and policy matters
- Meet with State and federal officials and officials from other jurisdictions on various legislative and policy matters
- Advocate in Annapolis (General Assembly) on various legislative and policy matters
- Represent the Council/County on various local, regional and/or national Boards, Advisory Boards, Committees, Associations, and/or Organizations

Prince George's County Executive

Responsibilities/Duties

"All Executive power vested in Prince George's County by the Constitution and laws of Maryland and [this] Charter shall be vested in the County Executive who shall be the chief executive officer of the County and who shall faithfully execute the laws."

The powers, duties, and responsibilities shall include, but shall not be limited to:

- Prepares and submits an annual report on the activities and accomplishments of the County government, including a detailed financial statement
- Provides direction to all departments and offices of the County government
- Develops policies; proposes plans, programs, budgets, and legislation to the County Council
- Adopts Executive Orders, Regulations and proposes governmental reorganization
- Appoints department heads and members to boards, committees and commissions
- Ensures that County funds in excess of those required for immediate needs are invested in the best interests of the County
- Signs all deeds, contracts and other instruments
- Prepares and submits Annual County Budget including Bi-County agencies
- Prepares an executive pay plan
- Represents the County at local, regional, national and international meetings, events and forums
- Directs implementation of the County budget
- Oversees the enforcement of all law

History of Salaries

FY2007 – FY2021

OHRM Office of Human
Resources Management

Angela D. Alisobrooks
County Executive



County Executive Salary by Fiscal Year

County Executive			
Fiscal Year	Date Range	Salary	Effective Date
2007	7/1/06- 6/30/07	\$94,000	12/4/06
2008	7/1/07-6/30/08	\$165,440	12/3/07
2009	7/1/08 – 6/30/09	\$174,539.30	12/1/08
2010	7/1/09 – 6/30/10	FROZEN	12/7/09
2011	7/1/10 – 6/30/11	FROZEN	12/6/10
2012	7/1/11 – 6/30/12	\$180,473.63	12/5/11
2013	7/1/12 – 6/30/13	\$185,526.90	12/2/12
2014	7/1/13 – 6/30/14	\$187,753.90	12/2/13
2015	7/1/14 – 6/30/15	\$197,141.00	12/8/14
2016	7/1/15 – 6/30/16	\$206,998.00	12/7/15
2017	7/1/16 – 6/30/17	\$209,998.00	12/5/16
2018	7/1/17 – 6/30/18	\$213,567.96	12/04/2017
2019	7/1/18 – 6/30/19	\$212,998.00	12/03/2018
2020	7/1/19 – 6/30/20	\$215,998.00	12/02/2019
2021	7/1/20 – 6/30/21	\$218,998.00	12/07/2020



County Council Chairperson Salary by Fiscal Year

County Council Chairperson		
Fiscal Year	Date Range	Salary
2007	7/1/06- 6/30/07	\$94,000
2008	7/1/07-6/30/08	\$97,026
2009	7/1/08 – 6/30/09	\$102,087
2010	7/1/09 – 6/30/10	\$101,417
2011	7/1/10 – 6/30/11	FROZEN
2012	7/1/11 – 6/30/12	\$104,695
2013	7/1/12 – 6/30/13	\$107,486
2014	7/1/13 – 6/30/14	\$108,716
2015	7/1/14 – 6/30/15	\$114,347
2016	7/1/15 – 6/30/16	\$120,064
2017	7/1/16 – 6/30/17	\$123,214
2018	7/1/17 – 6/30/18	\$126,364.00
2019	7/1/18 – 6/30/19	\$129,271.00
2020	7/1/19 – 6/30/20	\$131,468.00
2021	7/1/20 – 6/30/21	\$133,309.00

County Council Vice-Chairperson Salary by Fiscal Year

Fiscal Year	Date Range	Vice-Chairperson	
		Salary	Effective Date
2007	7/1/06 – 6/30/07	\$91,500	12/4/06
2008	7/1/07 – 6/30/08	\$94,526	12/3/07
2009	7/1/08 – 6/30/09	\$99,587	12/1/08
2010	7/1/09 – 6/30/10	\$98,917	12/7/09
2011	7/1/10 – 6/30/11	FROZEN	12/6/10
2012	7/1/11 – 6/30/12	\$102,195	12/5/11
2013	7/1/12 – 6/30/13	\$104,986	12/2/12
2014	7/1/13 – 6/30/14	\$106,216	12/2/13
2015	7/1/14 – 6/30/15	\$111,625	12/8/14
2016	7/1/15 – 6/30/16	\$117,206	12/7/15
2017	7/1/16 – 6/30/17	\$102,281	12/5/16
2018	7/1/17 – 6/30/18	\$123,356.00	12/04/2017
2019	7/1/18 – 6/30/19	\$126,193.00	12/03/2018
2020	7/1/19 – 6/30/20	\$128,338.00	12/02/2019
2021	7/1/20 – 6/30/21	\$130,135.00	12/07/2020



County Council Members Salary by Fiscal Year

County Council Member			
Fiscal Year	Date Range	Salary	Effective Date
2007	7/1/06 - 6/30/07	\$89,000	12/4/06
2008	7/1/07-6/30/08	\$92,026	12/3/07
2009	7/1/08 - 6/30/09	\$97,087	12/1/08
2010	7/1/09 - 6/30/10	\$96,417	12/7/09
2011	7/1/10 - 6/30/11	FROZEN	12/6/10
2012	7/1/11 - 6/30/12	\$99,695	12/5/11
2013	7/1/12 - 6/30/13	\$102,486	12/2/12
2014	7/1/13 - 6/30/14	\$103,716	12/2/13
2015	7/1/14 - 6/30/15	\$108,902	12/8/14
2016	7/1/15 - 6/30/16	\$114,347	12/7/15
2017	7/1/16 - 6/30/17	\$117,347	12/5/16
2018	7/1/17 - 6/30/18	\$120,364	12/04/2017
2019	7/1/18 - 6/30/19	\$123,115.00	12/03/2018
2020	7/1/19 - 6/30/20	\$125,208.00	12/02/2019
2021	7/1/20 - 6/30/21	\$126,961.00	12/07/2020



Salary Comparisons FY21



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County Executive

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County Executive Salary Comparisons - FY21

Entity	Pay Basis	Salary	F/T	Ret.	Health	Dental	Life	401	457
Prince George's County	Annual	\$218,998.00	X	X	X	X	X	X	X
Baltimore County	Annual	\$175,926	X	X	X	X	X	X	X
Montgomery County	Annual	\$203,416	X	X	X	X	X	X	X



County Council Chair Salary Comparisons -FY21

Entity	Pay Basis	Salary	F/T	Ret.	Health	Dental	Life	401	457
Prince George's County	Annual	\$133,309.00	X	X	X	X	X	X	X
Baltimore County	Annual	\$70,000		X	X	X	X		
Montgomery County	Annual	\$141,371	X	X	X	X	X		X



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County Council Vice-Chair Salary Comparisons

Entity	Pay Basis	Salary	F/T	Ret.	Health	Dental	Life	401	457
Prince George's County	Annual	\$130,135.00	X	X	X	X	X	X	X
Baltimore County			N/A						
Montgomery County			N/A						



County Council Member Salary Comparisons

Entity	Pay Basis	Salary	F/T	Ret.	Health	Dental	Life	401	457
Prince George's County	Annual	\$126,961.00	X	X	X	X	X	X	X
Baltimore County	Annual	\$62,500	X	X	X	X	X		
Montgomery County	Annual	\$128,519	X	X	X	X	X		X



Executive County Employee Benefits Overview



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County Executive

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GENERAL INFORMATION FOR EXECUTIVE BENEFITS

- The Executive Life Insurance (ELI) and the Executive Long-Term Disability Insurance (ELT) plans are provided to specified exempt employees and appointed officials as outlined in Resolution CR-78-2001.
 - The ELI plan is effective on the hire date or the date that the employee's status changes to exempt or appointed as outlined in CR-78-2001.
 - The effective date of the ELT plan is the beginning of the month following a thirty (30) day waiting period from the date of hire. If the individual is a current employee and enrolled in the LTD plan for employees, the effective date of the ELT plan is the date the employee's status changes to exempt or appointed as outlined in CR-78-2001.
- There is no cost to the employee for the ELI & ELT plans.
- The employee must complete a separate Beneficiary Form for the ELI plan.



EXECUTIVE LIFE INSURANCE (ELI)

PLAN FEATURES

- The ELI benefit is two times the annual salary.
- The ELI plan is provided at no cost to the employee.
- The ELI plan has an age-based reduction that applies at ages 65, 70, and 75.
- If they are a newly hired employee, and age 65, the ELI benefit starts reducing immediately in accordance with the reduction schedule.
- The plan includes an Accelerated Death Benefit in the event of a terminal illness. The payment under this benefit is not automatic. MetLife must review and approve eligibility for the payment.
- The coverage ends on the last day of the month in which your employment ends with the County; however, you can apply for an individual policy under the conversion privilege within thirty-one (31) days after the ELI plan ceases.

PLAN DESIGN

Benefit Formula	2 x Annual Earnings
Rounding	Up to next \$1,000
Maximum Benefit	\$225,000
Age Based Benefit Reduction	To 65% at age 65 To 50% at age 70 To 35% at age 75
Guarantee Issue	Full Benefit
Employer Contribution	100%
Minimum Participation	100%



EXECUTIVE LONG-TERM DISABILITY (ELT)

PLAN FEATURES

- The ELT plan is provided at no cost to employee.
- The ELT benefit provides a **replacement option of 60% of employees base pay** up to the allowable maximum per month, in the event of a disability.
- The benefits under the ELT plan will begin after one hundred eighty (**180**) days of disability. A twelve (**12**) month waiting period applies to any pre-existing conditions.
- The benefit received under the ELT plan may be reduced by other income benefits.
- If an employee is enrolled in the Long-Term Disability (LTD) plan offered to all employees prior to becoming eligible for the ELT plan, they may resume the enrollment in the LTD plan for all employees within thirty-one (31) days of becoming ineligible for the ELT plan.
- The plan includes AdminEase, an on-line tool that provides administration kits, Claim Forms and resource library.
- The ELT plan coverage ends on the last day of the month in which your employment ends, or employee's status changes with the County. This plan is not eligible for an individual policy under the conversion privilege.

PLAN DESIGN	
LTD Monthly Benefit	60%
Insured Pre-Disability Earning	\$12,500
Maximum Monthly Benefit	\$7,500
Minimum Monthly Benefit	\$100
Benefit Waiting Period	180 Days To age 65
Maximum Benefit Period	24 Months
Own Occupation Period	
Guarantee Issue (Benefit)	\$7,500
Employer Contribution	100%
Minimum Participation	100%



Benefits Overview

- The Prince George's County Government offers a comprehensive benefits package.
- Our benefits program is designed to support many aspects of your life – from health and wellness to income protection and retirement. We provide employees:
 - Medical, Prescription, Dental, and Vision Plans,
 - Flexible Spending Accounts,
 - Life and Long-Term Disability Insurance,
 - Wellness and Voluntary Benefits



Medical Benefits

Prince George's County Government Health Benefits Program (PGCHBP)

- The cost is shared by the employee and the County
- All employees must pay employee contribution premiums

Health Care Providers

- Cigna (HMO, PPO)
- Kaiser Permanente (HMO)

Dependent Coverage

- Make sure your dependents are eligible for insurance and that you have the appropriate documentation to show eligibility before you enroll them in any coverage.
- You are required to provide the documentation within thirty (30) days of enrollment to the Benefits and Pensions Division to enroll a new dependent.
 - For newborn children, age three months or younger, a hospital-issued birth certificate will be accepted in place of a government-issued birth certificate.
- If documents to prove dependent eligibility are not received within the first thirty (30) days of their enrollment, your dependent's coverage will be terminated prospectively.



Medical Benefits

2021 PLAN RATES: MEDICAL

The following chart lists the biweekly rates you will pay for your benefits through December 31, 2021.

Biweekly Employee Rates: Medical Plans

	Cigna PPO	Cigna HMO	Kaiser Permanente HMO
Self Only	\$102.97	\$65.73	\$60.16
Self + 1	\$207.66	\$131.46	\$120.05
Family	\$291.63	\$183.83	\$173.94



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County Executive



Prescription Benefits

The County's prescription drug benefit through Express Scripts has a mandatory home delivery program for all maintenance medications.

- Maintenance medications are prescription drugs that you need to take regularly. Drugs that treat ongoing conditions or needs like asthma, diabetes, birth control, high cholesterol, high blood pressure and arthritis are usually considered maintenance medications.
- A maintenance medication can also be a drug that you take for three to six months and then discontinue.
 - *For example, an allergy medication that you take throughout the spring and summer could be considered a maintenance medication*

	Pharmacy	Home Delivery
Annual Deductible	\$50 per person	
Supply Limitations	30-day Supply	90-day supply
Generic Drug	\$10 copay	\$20 copay
Formulary Brand Name Drug	20% coinsurance (\$20 min/\$50 max)	20% coinsurance (\$40 min/\$100 max)
Non-Formulary Brand Name Drug	30% coinsurance (\$40 min/\$50 max)	30% coinsurance (\$80 min/\$100 max)



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Prescription Benefits

2021 PLAN RATES: PRESCRIPTION

- Provider: Express Scripts
- Coverage is available at participating retail pharmacies
- The plan has a mandatory generic requirement for brand medications that have a generic alternative.
- Mandatory mail order requirement for all maintenance medications

Biweekly Employee Rates: Prescription (RXP)

	RXP
Self Only	\$12.81
Self + 1	\$25.78
Family	\$32.93

Biweekly Employee Rates: Prescription Crossing Guards - paid over 20 pay periods

	RXP
Self Only	\$16.65
Self + 1	\$33.52
Family	\$42.81



Vision

The Vision Plan administered by **Vision Service Plan (VSP)** provides you and your covered dependents with vision care services, such as eye exams, eyeglasses and contact lenses. You can choose between Base and Buy-up Plan options. A comprehensive plan summary can be found on our website.

Base Plan Option		Buy-up Plan Option	
Benefit	Description	Benefit	Description
WellVision Exam	<ul style="list-style-type: none">Focuses on your eyes and overall wellnessEvery calendar year	\$10	WellVision Exam <ul style="list-style-type: none">Focuses on your eyes and overall wellnessEvery calendar year
Prescription Glasses		\$10	Prescription Glasses
Frame	<ul style="list-style-type: none">\$150 allowance for a wide selection of frames\$170 allowance for featured frames%20 savings on the amount over your allowance\$80 Costco frame allowanceEvery other calendar year	Included in Prescription Glasses	Frame <ul style="list-style-type: none">\$250 allowance for a wide selection of frames\$270 allowance for featured frames%20 savings on the amount over your allowance\$135 Costco frame allowanceEvery calendar year
Contacts	<ul style="list-style-type: none">\$150 allowance for contacts; copay does not apply.Contact lens exam (fitting and evaluation)Every calendar year	Up to \$60	Contacts <ul style="list-style-type: none">\$200 allowance for contacts; copay does not apply.Contact lens exam (fitting and evaluation)Every calendar year

Vision Program

2021 PLAN RATES: Vision

- Provider: Vision Service Plan (VSP)
- Coverage is provided using VSP's Signature provider network
- Contact member services for instructions on how to utilize out of network providers.

*Biweekly Employee Rates: Vision Basic and Buy-Up
Plans (Crossing Guards – paid over 20 pay periods)*

	Basic	Buy-Up
Self Only	\$0.54	\$0.89
Family	\$1.14	\$2.33



Dental

2021 PLAN RATES: DENTAL

- Provider: Aetna Dental
- Dental DMO: If you enroll in the Aetna DMO plan **you must select a Primary Care Dentist (PCD) to use your coverage.** The PCD has primary responsibility for managing your dental care
- Each DMO member **must** select a PCD. You can switch your selection as frequently as once per month. If you choose a new PCD **on or before the 15th of the month, the change will go into effect on the first day of the following month**
- Dental PPO: Choose any dentist, find a network dentist by using the Aetna online directory at www.aetna.com

Biweekly Employee Rates: Dental Plans

	Aetna DMO	Aetna PPO
Self Only	\$9.40	\$18.50
Self + 1	\$14.59	\$33.80
Family	\$18.57	\$50.00

Biweekly Employee Rates: Dental Plans

Crossing Guards – paid over 20 pay periods

	Aetna DMO	Aetna PPO
Self Only	\$12.22	\$24.05
Self + 1	\$18.97	\$43.94
Family	\$24.14	\$65.00

Basic Life Insurance

- Basic life insurance coverage is administered through MetLife at no cost to you for basic life insurance **up to 2x your base salary**
- Up to a maximum cap of \$225,000 based on your salary schedule—for all benefits eligible employees:
- Coverage is effective on the date of hire
 - The coverage amount automatically increases or decreases when you have a change in base salary



Basic Life Insurance

For a full listing of plan summaries per appointment type, visit the [OHRM Life and Disability Insurance](#) website

Human Resources Management

WHAT YOU NEED TO KNOW ABOUT CORONAVIRUS

Employee Assistance Program

Life and Disability Insurance

Voluntary Benefits

Using Your Benefits

Your Health and Wellness

Life and Disability Insurance

Basic Life Insurance

Accidental Death & Dismemberment (AD&D) Insurance

Supplemental Life Insurance (SLI)

Extra Life Insurance (XLI)

Long-Term Disability (LTD)

Basic life insurance coverage is administered through MetLife at no cost to you for basic life insurance 2x your base salary (up to \$225,000 based on your salary schedule)—for all benefit eligible employees

- Coverage is effective on the date of hire
- The coverage amount automatically increases or decreases when you have a change in base salary

Please note employer-paid coverage amounts over \$50,000 are subject to imputed income

Salary Schedule	Employee Group	Benefit	Coverage Type	Schedule of Benefits	Max Benefit	Certificate
Schedule D - Active (Full/Part-time)	Correctional Officer	Basic Life	Employer Paid	2x Base Annual Earnings	\$200,000	Cert 10
Library - Active	Library	Basic Life	Employer Paid	2x Annual Earnings	\$150,000	Cert 5
Library - Disability	Library	Basic Life	Employer Paid	2x Annual Earnings	\$200,000	Cert 18



Basic Life Insurance by Your Salary Schedule

Salary Schedule	Employee Group	Coverage Type	Schedule of Benefits	Max Benefit	Certificate
Schedule E Exempt, Schedule G General Schedule, - Active (Full/Part-Time), Schedule GEX county executive, chief administrative officer, immediate staff of the county executive, head of each county agency, council member, council administrator, county auditor and aide to each council members - Active (Full/Part-Time)	Exempt Employees Schedule E, General Schedule	Employer Paid	2x Base Annual Earnings	\$225,000	Cert 8



Accidental Death & Dismemberment (AD&D) Insurance

- AD&D Insurance is administered through MetLife at no cost to you
- You are automatically enrolled in AD&D coverage on your day of hire, to a maximum benefit of:
 - \$10,000 for all other Civilian Employee groups, except as noted below
 - This benefit is payable for death or personal loss caused by an accident on or off the job



AD&D Insurance by Salary Schedule

Salary Schedule	Employee Group	Coverage Type	Schedule of Benefits
Schedule E Exempt, Schedule G General Schedule, - Active (Full/Part-Time), Schedule GEX county executive, chief administrative officer, immediate staff of the county executive, head of each county agency, council member, council administrator, county auditor and aide to each council members - Active (Full/Part-Time)	Exempt Employees Schedule E, General Schedule Employees Salary Schedule G, Schedule GEX	Employer Paid	\$10,000



Extra Life Insurance (XLI)

- Administered through MetLife, employees have the option of electing extra life insurance.
- You pay 100 percent of the cost of optional life insurance.
 - Can purchase between one and four times your base pay in XLI, up to \$600,000
- Elections of 4x your base salary requires the completion of an Evidence of Insurability (EOI) form
- XLI premiums are based on your salary and age (*Deducted from the first paycheck of each month and is an after-tax deduction*)

Age Category	Monthly Factor Per \$1000*
Under Age 25	\$ 0.098
Age 25 to 29	\$ 0.108
Age 30 to 34	\$ 0.118
Age 35 to 39	\$ 0.127
Age 40 to 44	\$ 0.216
Age 45 to 49	\$ 0.382
Age 50 to 54	\$ 0.706
Age 55 to 59	\$ 1.107
Age 60 to 64	\$ 1.519
Age 65 to 69	\$ 2.911
Age 70 and over	4.694

Long-Term Disability (LTD)

- All benefits-eligible employees may enroll in the Long-Term Disability (LTD) Insurance Program administered by MetLife.
- Long-term disability insurance provides income replacement that may be used in conjunction with your annual or sick leave.
- This program has a 180-day elimination period. Income is replaced at 50% or 60% percent of your base pay, reduced by deductible income.
- You pay the full cost of coverage the first paycheck of each month and deductions are done on an after-tax basis. This assures that any payments you receive from the program are not taxed.

Rates for 2021

	Public Safety Employees	Non-Public Safety Employees
50% of Base Pay	.00046	.00383
60% of Base Pay	.00673	.00596

Instructions for Calculating Monthly Premium: Multiply the rate times your base salary rounded to the nearest hundred. Divide the annual amount by 12 to find the monthly cost for this benefit.



Flexible Spending Accounts

The County offers benefit-eligible employees two pre-tax flexible spending accounts (FSAs): a Health Care Flexible Spending Account and a Dependent Care Flexible Spending Account. These accounts allow you to pay for eligible, out-of-pocket health and/or dependent care expenses.

Health Care Flexible Spending Accounts

- A Health Care Flexible Spending Account (HCFSA) allows you to set aside pre-tax money to pay for eligible health care expenses for you and your qualified dependents
 - Examples of eligible expenses may include health plan deductibles, copayments, and coinsurance; eye exams, contact lenses, and glasses; prescription drugs; dental care, including orthodontia; and over-the-counter (OTC) products with a physician's prescription
 - **You do not have to enroll in a County medical plan to participate in an FSA through Prince George's County Government**
 - Employees can roll over up to \$550 from prior plan year expenses

Dependent Care Flexible Spending Accounts

- A Dependent Care Flexible Spending Account (DCFSA) allows you to set aside pre-tax money to pay for eligible dependent care expenses for your qualified dependents.
 - Examples of eligible expenses may include child care facility fees, before-school and after-school care or local day camp. You can contribute up to \$5,000 annually to a Dependent Care FSA.
 - All receipts for expenses must be submitted by April 30th of the next plan year for the previous plan year expenses
 - **All receipts for expenses must be submitted by April 30th of the next plan year for the previous plan year expenses**

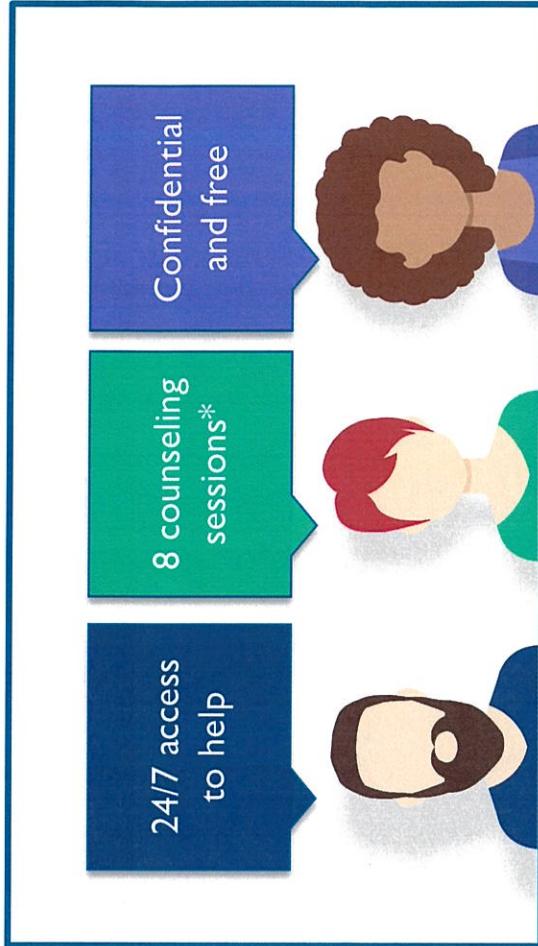


Employee Assistance Program (EAP)



The Employee Assistance Program is a confidential counseling and referral service that can help you and your family successfully deal with life's challenges. The counselors are trained, licensed professionals who can advise you on a wide range of problems:

- Access to EAP services is available 24 hours a day, 7 days a week.
- Your EAP provides up to eight (8) counseling sessions per issue.
- All calls are answered live by professional counselors and service is available when you need it.



Password: george

Username: prince

Username: george

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County Executive



Employee Assistance Program (EAP)



INNOVA EAP SERVICES

- *Counseling services*
- *Financial consultations*
- *Legal consultations and a 25% discount with attorneys*
- *Identity theft services and consultation*
- *Work/Life services, including:*
 - Childcare or elder care referrals
 - College planning and private school resources
 - Adoption resources
 - Pet services
- *Health and wellness information*
- *Savings center/employee discount program*



EAP Contact Info: **800-346-0110** www.inova.org/eap **Username:** **prince** **Password:** **george**

Level Up

Elevate your total well-being.



Level Up is your comprehensive **Employee Wellness Program** that focuses on five dimensions of wellbeing:

1. Preventive Health
2. Behavioral Health
3. Healthy Eating
4. Physical Activity
5. Financial Wellness

These five dimensions come with a suite of tools that will support you, and your family, in sustaining a healthy lifestyle.

You can expect to engage in robust initiatives, activities, and challenges tied back to these dimensions. Check out our [website](#) to learn more!

Level Up – Virtual Events

- Cooking Demos
- Fitness Classes
- Employee Wellness Challenges
- Webinars
- And more!



Voluntary Benefit Plans

Voluntary benefits are insurance products that employees may choose to purchase through the County and include:

- Supplemental Insurance
- Legal Services

Voluntary Benefits include:

- Unum:
 - Short-Term Disability
 - Enhanced Critical Illness
 - Accident Insurance
 - Whole Life Insurance
- Aflac:
 - Supplemental Dental Insurance
- Legal Plans:
 - Legal Resources (*mandatory 12 month enrollment*)
 - Legal Shield

Voluntary Benefit Elections—*not available for enrollment through ESS.*

- To enroll in these voluntary benefits: Whole Life Insurance, Critical Illness Insurance, Group Accident, Legal Resources and Legal Shield, **contact iBenefit at 1-844-816-0224**
- To enroll in Aflac Supplemental Dental, **contact Aflac at 1-800-992-3522**



Executive Retirement Plans



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County Executive

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Retirement Plan Overview

As their primary retirement plan, executive employees are given the option to enroll in either the Maryland State Non-Contributory Pension Plan or the ICMA 401(a) Retirement Savings Plan.

To supplement the Maryland State Non-Contributory Pension Plan, executive employees may also enroll in the Prince George's County General Schedule Supplemental Pension Plan.

Regardless of the primary retirement plan selected, participation in the County's 457(b) Deferred Compensation plan, remains an option as an additional supplement.



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Primary Retirement Plan Options

	ICMA 401(a) Defined Contribution Plan	Maryland State Pension Plan Pre July 1, 2011	Maryland State Pension Plan Post July 1, 2011
Contributions	<ul style="list-style-type: none"> Elected and Appointed Officials contribute 5% of base salary. The County contributes an additional 10% for Elected Officials and 5% for Appointed Officials. 	No employee contributions are made until earnings in the calendar year exceeds \$142,800.	No employee contributions are made until earnings in the calendar year exceeds \$142,800.
Vesting	100% after age 40	<ul style="list-style-type: none"> 100% after 5 years of service Age 62 with 5 years of service. <p>OR</p> <ul style="list-style-type: none"> 30 years of service regardless of age. 	<ul style="list-style-type: none"> 100% after 10 years of service Age 65 with 10 years of service. <p>OR</p> <ul style="list-style-type: none"> The combination of age and years of service equals 90.
Normal Retirement Date	<ul style="list-style-type: none"> Periodic payment schedule Transfer to traditional IRA Immediate retirement annuity Lump sum payment 	N/A	Age 55 with at least 15 years of service.
Early Retirement	Age 60 with at least 15 years of service.	Age 60 with at least 15 years of service.	Age 60 with at least 15 years of service.

Executive Supplemental Retirement Plan Option

- Elective for Covered Employees hired before 12/30/1990
- **Mandatory for those hired after 12/30/1990 but only if the Maryland State Pension Plan is selected** as the primary retirement option.

Executive Hires before 7/1/2012		Executives Hired After 7/1/2012	
Contributions	3.48% of base salary	Contributions	3.48% of base salary
Vesting	100% after 5 years of service	Vesting	100% after 10 years of service (for those hired after 7/1/2012)
Normal Retirement	<ul style="list-style-type: none">➤ 55 with 15 years of service➤ 62 with 5 years of service➤ 30 years of service➤ Attainment of Normal Retirement under the State of Maryland	Normal Retirement	<ul style="list-style-type: none">➤ Age 65 with 10 years of service.➤ The combination of age and years of service equals 90.
Maximum Benefit	<ul style="list-style-type: none">➤ 30%	Early Retirement	Age 60 with at least 15 years of service.
		Maximum Benefit	

Additional Retirement Savings Option

The 457(b) Plan

- Employer-sponsored retirement savings plan to help save for retirement.
- Voluntary participation. Minimum contribution is \$10 per pay period.
- Control how much to contribute
- Flexibility to increase, decrease, stop, restart through Employee Self Service (ESS)



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County Executive

2021 457(b) Contribution Limits

1

All Eligible Participants – \$19,500

2

Age 50 Catch Up – \$19,500 + \$6,500 = \$26,000

3

Near-Retirement Catch Up (must qualify) – \$19,500 + \$19,500 = \$39,000

PRESENTATION TO COMPENSATION REVIEW BOARD Taxable Auto Program

Wednesday, July 7, 2021 at 4:00 p.m.

Presenters:

Stephen J. McGibbon
Director
OFFICE OF FINANCE

Richard “Rick” Hilmer
Fleet Manager
OFFICE OF CENTRAL SERVICES

Mobility is essential for County Executive and Council Member Job Functions

- **Guiding Policy** = Administrative Procedure 610: Vehicle Assignments, Use and Charges – Including Internal Revenue Fringe Benefit Costs (Effective 10/18/2011) -- ***Appendix #1***
- Administration of vehicle program is shared responsibility between the Office of Central Services (primary) and the Office of Finance (fiscal components)
- Evaluation of agency Vehicle Allocation Plan is part of the annual budget process
- County vehicle program has several assignment types and exemptions
 - **Elected officials have four (4) vehicle options**
 - Option #1 – Work Day Use
 - Option #2 – Mileage Reimbursement
 - Option #3 – Take Home Assignment*
 - Option #4 – Automobile Allowance*

*Income tax consequences

OPTION #1

Work Day Use

- County Vehicle
- Processing Form – Vehicle Assignment Request (VAR) -- ***Exhibit #1***
- 100% business use
- Commuting and personal use prohibited
- Park overnight at primary worksite
- Non-taxable business expense

OPTION #2

Mileage Reimbursement

- Personal Vehicle
- Processing Form – biweekly reporting of business use on Payment Voucher -- ***Exhibit #2***
- Reimbursement amount set annually in the fiscal year's budget ordinance (linked to the Internal Revenue Service's business rate set for the calendar year)
- IRS 2021 Standard Mileage Rate is 56.0 cents per mile for business miles driven
- Non-taxable reimbursement of business expense

OPTION #3

Take Home Assignment

- County Vehicle
- Processing Form – Vehicle Assignment Request (VAR) for each new or modified car assignment - - ***Exhibit #1***
- 100% taxable under “IRS Lease Value Rule” IRS’ Annual Publication 15-B “Employer’s Tax Guide to Fringe Benefits” – ***Appendix #2***
- Accountability is responsibility of the assignee
- Business costs can no longer be reported as tax deductions with annual income tax filing (the Tax Cuts and Jobs Act of 2017 suspended these miscellaneous itemized deductions)
- No elected officials are currently using this option

OPTION #3

Take Home Assignment

IMPUTED VALUE OF ANNUAL LEASE COST – TAXABLE FRINGE BENEFIT

- By mid-January following a Gubernatorial General Election, updated VAR's for all assignees must be submitted for re-approval (January 2023)
- Fleet determines the Fair Market Value (FMV) of the assigned vehicle
- The Annual Lease Value (ALV) of the assigned vehicle is derived from the ALV table (**Appendix #3**) reported in the IRS' Annual Publication 15-B "Employer's Tax Guide to Fringe Benefits" – **Appendix #2**
- Finance converts the Annual Lease Value to a biweekly dollar amount (ALV divided by 26 pay periods) which appears as "CAR" earnings on the biweekly pay advice – **Exhibit #3**
- This method is used to add the "value" of the vehicle to taxable wages for collection of payroll taxes only for this taxable fringe benefit – there is no cash payment
- Finance reports the associated tax withholdings on the assignee's W-2 tax form

OPTION #3

Take Home Assignment

TAXABLE WAGES ADJUSTED AT CLOSE OF TAX YEAR FOR VALUE OF COUNTY FUEL

- By December 15 --- Fleet sends a mileage report to Finance with all miles driven and fuel withdrawn from County-owned pumps by the assignee (reporting period is from December 1 to November 30)
- Finance will determine taxable cost by multiplying total miles driven by the IRS' current fuel rate (5.5 cents per mile for tax year 2021)
- Finance adds the fuel cost to assignee's year-to-date "VEHICLE FUEL USAGE" earnings on the final biweekly pay advice. The value of the County fuel is a taxable fringe benefit that Finance will include with the assignee's W-2 taxable wages for reporting purposes only – there is no cash payment -- ***Exhibit #3***
- Assignees should maintain detailed records documenting the actual business use of the County vehicle for deduction on personal income tax filings -- ***Exhibit #4***

OPTION #4

Automobile Allowance

- Personal Vehicle
- Processing Form – Application for Automobile Allowance -- ***Exhibit #5***
- Legislative authority for taxable benefit is CR-78-2001 “Exempt Employees Salary Plan” -- ***Appendix #4***
- Disallowed benefits / expenses from County
 - Use of County vehicles
 - Mileage reimbursements
 - County fuel withdrawals
 - Vehicle repairs / maintenance
 - Other similar costs
- Assignee is responsible for primary insurance coverage for any damages or liabilities that may occur while operating personal vehicle for County business purposes
- 100% taxable compensation per IRS Code

CALCULATION OF ANNUAL AUTOMOBILE ALLOWANCE – TAXABLE FRINGE BENEFIT

- By November 15 – Fleet computes annual Automobile Allowance for assignees utilizing the following cost components
 - Estimated vehicle purchase price
 - Annual amortization of vehicle over five years @ 4% interest rate
 - Annual maintenance cost
 - Annual fuel cost (12,000 miles)
 - Annual insurance cost (provided by County insurance broker)

- By December 15 (or pay cycle when allowance begins), assignee must submit annual application for Automobile Allowance for approval by either the Council Administrator or the Chief Administrative Officer
- Finance will convert the blended value to a biweekly dollar amount that appears as “VEHICLE ALLOWANCE” earnings on the assignee’s biweekly pay advice -- ***Exhibit #6***
- This taxable fringe benefit is included in the assignee’s bi-weekly take home pay

AUTOMOBILE ALLOWANCE HISTORY

TAX YEAR	INTERMEDIATE SEDAN	INTERMEDIATE SUV	MID-SIZE SUV	BLENDED ANNUAL VALUE	BIWEEKLY PAYMENT
2021	\$9,092	\$10,328	\$12,900	\$10,733	\$414.36
2020	\$10,475	\$9,626	\$12,156	\$10,752	\$413.55
2019	\$10,145	\$9,755	\$11,575	\$10,492	\$405.53
2018	\$9,812	\$9,980	\$10,588	\$10,127	\$389.49
2017	\$9,811	\$9,979	\$11,154	\$10,315	\$396.72
2016	\$8,892	\$9,456	\$10,716	\$9,688	\$372.62
2015	\$10,672	\$12,160	\$12,846	\$11,893	\$457.41
2014	\$9,803	\$10,486	\$12,058	\$10,782	\$414.71
2013	\$8,967	\$9,212	\$11,456	\$9,878	\$379.94
2012	\$9,082	10,366*	\$10,902	\$10,117	\$389.11
2011	\$8,180	\$9,470*	\$9,518	\$9,056	\$348.31
2010	\$8,904	\$9,857*	\$10,255	\$9,672	\$372.00

*Value based on Full-Size Sedan (Crown Victoria) vehicle category which was later replaced with the Intermediate -Size SUV (Jeep Liberty) vehicle category.

- 2011 Re-engineering of Program – increased accountability and decreased administrative tasks
- Estimated annual value of taxable fringe benefits provided to Elected Officials related to vehicle use – roughly \$11,000 for tax year 2021 as illustrated in the table below
- Actual tax liability is dependent on assignee's:
 - Reported business use
 - Personal tax circumstance

Auto Allowance (<i>CASH</i>)	\$10,773
Average Amortized Vehicle Payments	\$5,464
Average Maintenance Cost	2,650
Average Fuel Cost	1,159
Average Insurance Cost	1,500
	<hr/>
	\$10,773

RESOURCE DOCUMENTS

and Relevant Forms

<u>EXHIBITS</u>	<u>DESCRIPTION</u>
Exhibit #1	Vehicle Assignment Request (VAR) Form #923
Exhibit #2	Payment Voucher Form (Mileage Reimbursements)
Exhibit #3	Sample pay advice illustrating Take Home assignment
Exhibit #4	Sample Monthly Vehicle Mileage and Expense Log for Income Tax Filings
Exhibit #5	Application for Automobile Allowance
Exhibit #6	Sample pay advice illustrating Automobile Allowance

<u>APPENDICES</u>	<u>DESCRIPTION</u>
Appendix #1	Administrative Procedure 610: Vehicle Assignments, Use and Charges – Including Internal Revenue Fringe Benefit Costs
Appendix #2	IRS Annual Publication 15-B “Employer’s Tax Guide to Fringe Benefits”
Appendix #3	IRS Annual Lease Value Table
Appendix #4	Council Resolution 78-2001

Prince George's County Council Member Salary History

Date	Year	Salary	% Change	Legislation/Description
	1970	\$15,000.00		Charter Government
12/2/1974	1974	\$18,000.00		
12/1/1975	1975	\$19,174.50	6.5%	CB-125-1974 Annual \$18K; adjusted annually by 75% of one year Percentage change as of 8/31;
12/6/1976	1976	\$19,965.45	4.1%	
12/5/1977	1977	\$20,953.74	5.0%	Chair \$2,500 & Vice Chair \$1,000 Additional*
12/2/1985	1985	\$31,930.44	2.3%	
12/1/1986	1986	\$40,000.00		CB-114-1986 Annual \$40K; CPI-W adjusted
12/7/1987	1987	\$41,200.00	3.00%	Annually by 75% of One year Percentage
12/5/1988	1988	\$42,436.00	3.80%	change as of 7/31; Chair \$2,500 & Vice Chair
12/4/1989	1989	\$44,059.18	3.40%	\$1,000 Additional*
12/3/2001	2001	\$56,803.00	1.70%	
12/2/2002	2002	\$70,000.00		CB-83-2002 Annual \$70K: CPI-W adjusted
12/1/2003	2003	\$71,470.00	2.1%	Annually by 75% of One year Percentage
12/6/2004	2004	\$73,114.00	2.3%	change as of 7/31; Chair \$5,000 & Vice Chair
12/5/2005	2005	\$75,307.00	3.0%	\$2,500 Additional; quadrennial review
12/4/2006	2006	\$89,000.00		CB-68-2006 Annual \$89K: CPI-W adjusted
12/3/2007	2007	\$92,026.00	3.4%	Annually by 100% of One year Percentage
12/1/2008	2008	\$97,087.00	5.5%	change as of 10/1; Chair \$5,000 & Vice Chair
12/7/2009	2009	\$96,417.00	-0.69%	\$2,500 Additional
12/6/2010	2010	\$96,417.00	FROZEN	2010 Charter Recommendation CPI-U
12/5/2011	2011	\$99,695.00	3.4%	(CUURA3115A0) adjusted Annually by 100% of
12/3/2012	2012	\$102,486.00	2.8%	One year Percentage change as of 9/30; should
12/2/2013	2013	\$103,716.00	1.2%	decrease occur, current salary remains
12/1/2014	2014	\$108,902.00	5.0%	2014 Recommendation: 5% increase for 2014 &
12/7/2015	2015	\$114,347.00	5.0%	2015, greater of \$3K or CPI-U for 2016 & 2017;
12/5/2016	2016	\$117,347.00	3K or CPI-U	each year 5% Chair and 2.5% Vice Chair (CB-68-
12/4/2017	2017	\$120,347.00	3K or CPI-U	2014) (CPI-U 2016 .8%; 2017 1.7%)
12/3/2018	2018	\$123,115.00	2.3%	CB-7-2018: CPI-U adjusted Annually by 100% of
12/2/2019	2019	\$125,208.00	1.7%	1 YR Percentage change as of 9/30; should
12/7/2020	2020	\$126,961.00	1.4%	decrease occur, current salary remains; each +
12/6/2021	2021			year 5% Chair and 2.5%

* Years 1975 - 1985 & 1987 - 1995, annual salary estimated due to missing historical data

APPENDIX J

PRINCE GEORGE'S COUNTY GOVERNMENT

CHART OF COMPENSATION CHANGES FOR EMPLOYEES SUBJECT TO COLLECTIVE BARGAINING AND GENERAL SCHEDULE

October 1, 2021

Union Sworn	FY19	FY20	FY21
Police (Sworn) Fraternal Order of Police (FOP) Lodge 89	<ul style="list-style-type: none"> • No General Adjustment (COLA) • 1.75%-3.5% increment paid on anniversary date 	<ul style="list-style-type: none"> • 1.5% General Adjustment (COLA) • 1.75% - 3.5% increment paid on anniversary date 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment
FIRE/EMS (Sworn) International Association of Fire Fighters (IAFF) Local 1619	<ul style="list-style-type: none"> • 2% General Adjustment (COLA) effective January 2019 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • 2% General Adjustment (COLA) effective January 2020 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment
Sheriff (Sworn) Deputy Sheriff's Assoc. (DSA)	<ul style="list-style-type: none"> • 2% General Adjustment (COLA) effective January 2019 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • 1.25% General Adjustment (COLA) effective January 2020 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment
Corrections (Sworn) Prince George's Correctional Officers' Assoc. Inc. (PGCOA)	<ul style="list-style-type: none"> • 2% General Adjustment (COLA) effective January 2019 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • 2% General Adjustment (COLA) effective January 2020 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment
Union Civilian	FY19	FY20	FY21
Police (Civilian) Police Civilian Employees Assoc. (PCEA)	<ul style="list-style-type: none"> • 1.75% General Adjustment (COLA) effective January 2019 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • 1.5% General Adjustment (COLA) effective January 2020 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment
FIRE/EMS (Civilian) International Association of Fire Fighters (IAFF) Local 1619	<ul style="list-style-type: none"> • 1.75% General Adjustment (COLA) effective January 2019 • 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment
Sheriff (Civilian) Deputy Sheriff's Assoc. Civilian Unit	<ul style="list-style-type: none"> • 1.75% General Adjustment (COLA) effective January 2019 	<ul style="list-style-type: none"> • 1.5% General Adjustment (COLA) effective January 2020 	<ul style="list-style-type: none"> • No General Adjustment (COLA) • No increment

PRINCE GEORGE'S COUNTY GOVERNMENT

CHART OF COMPENSATION CHANGES FOR EMPLOYEES SUBJECT TO COLLECTIVE BARGAINING AND GENERAL SCHEDULE

October 1, 2021

	<ul style="list-style-type: none"> 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> 3.5% Increment paid on anniversary date 	
Corrections (Civilian) Prince George's Correctional Officers' Assoc. Inc. (PGCOA) Civilian Unit	<ul style="list-style-type: none"> 1.75% General Adjustment (COLA) effective January 219 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> 1.5% General Adjustment (COLA) effective January 2020 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> No General Adjustment (COLA) No Increment
American Federation of State, County, and Municipal Employees (AFSCME) AFL-CIO Master Contract	<ul style="list-style-type: none"> 2% General Adjustment (COLA) effective January 219 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> 1.5% General Adjustment (COLA) effective January 2020 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> No General Adjustment (COLA) No Increment
American Federation of State, County, and Municipal Employees (AFSCME) AFL-CIO Local 241 Crossing Guards	<ul style="list-style-type: none"> 2% General Adjustment (COLA) effective January 219 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> 1.5% General Adjustment (COLA) effective January 2020 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> No General Adjustment (COLA) No Increment
NON-UNION	FY19	FY20	FY21
General Schedule	<ul style="list-style-type: none"> 2% General Adjustment (COLA) effective January 219 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> 1.5% General Adjustment (COLA) effective January 2020 3.5% Increment paid on anniversary date 	<ul style="list-style-type: none"> No General Adjustment (COLA) No Increment

**Maryland State Government
Pay Structure, FY 2022**

Legislative Branch

Member, Maryland House of Delegates: \$50,330

Member, Senate of Maryland: \$50,330

Speaker of House of Delegates: \$65,371

President of Senate: \$65,371

Executive Branch:

Governor: \$180,000

Lieutenant Governor: \$149,500

Cabinet Secretary: ES9, ES10, ES11

Deputy Secretary: One to three grades below Secretary

Statewide Elected:

Attorney General: \$149,500

Treasurer: \$149,500

Comptroller of the Treasury: \$149,500

State of Maryland					
Executive Pay Plan – Salary Schedule					
Annual Rates Effective July 1, 2021					
Grade Profile	Scale		Minimum	Midpoint	Maximum
EPP 0001	ES4	9904	\$86,971	\$101,463	\$115,960
EPP 0002	ES5	9905	\$93,443	\$109,052	\$124,658
EPP 0003	ES6	9906	\$100,436	\$117,244	\$134,051
EPP 0004	ES7	9907	\$107,989	\$126,097	\$144,203
EPP 0005	ES8	9908	\$116,144	\$135,656	\$155,164
EPP 0006	ES9	9909	\$124,955	\$145,982	\$167,006
EPP 0007	ES10	9910	\$134,467	\$157,128	\$179,785
EPP 0008	ES11	9911	\$144,748	\$169,171	\$193,595
EPP 0009	EX91	9991	\$166,456	\$222,931	\$279,407

Source: <https://dbm.maryland.gov/employees/Documents/SalaryInfo/Executive.pdf>

**Federal Government
Elected/Executive Pay Structure
CY2021**

Member of Congress:	\$174,000
Speaker of the House:	\$223,500
Majority/Minority Leader: (House and Senate)	\$193,400
GS-15 (Wash. DC Metro):	\$144,128 - \$172,500
Senior Executive Service (SES):	\$132,522 - \$199,300
Executive Schedule:	\$161,700 - \$221,400
Vice President:	\$235,100
President:	\$400,000