

ST. MARY'S COUNTY GOVERNMENT  
**COMMISSIONERS OF  
ST. MARY'S COUNTY**



James R. Guy, President  
Eric Colvin, Commissioner  
Michael L. Hewitt, Commissioner  
Todd B. Morgan, Commissioner  
John E. O'Connor, Commissioner

February 26, 2019

Senator Delores G. Kelley, Chair  
Finance Committee  
3 East  
Miller Senate Office Building  
11 Bladen Street  
Annapolis, MD 21401

**Re: SB 280 – Labor and Employment – Payment of Wages – Minimum Wage and Enforcement  
LETTER IN OPPOSITION Heard on February 21, 2019 at 1:00 p.m.**

Dear Chairman Kelley:

The Commissioners of St. Mary's County oppose SB 280 – Labor and Employment – Payment of Wages – Minimum Wage and Enforcement which was heard in the Finance Committee on February 21, 2019.

St. Mary's County currently uses grade and step scales for hourly employees, merit employees sworn law enforcement officers and correctional officers. The scales provide a variance between grades and a variance between steps. For example, on the merit scale a 2.5% variance exists between steps. If the minimum wage would increase from \$11.82 (grade 1, step 1 on the merit scale) to \$15.00, or by 27%, and the County kept its same scale structure and increased the minimum which is currently \$11.82 to \$15, wages would increase approximately \$12.6 million. This is because in order to keep our scale structure, the 27% increase would not only affect the lowest grade, but it would affect all grades thereafter in order to avoid salary compression and to maintain the variances between grades and steps. In addition, benefits such as FICA, workers comp, and pension will calculate based on wages, further increasing costs by \$3.5 million for a total increase of approximately \$16 million to the County. These costs will be passed on to citizens and some examples of cost increases for citizens would be higher summer camp costs and child care costs. Child Care costs would increase by \$350,000.00 and summer camp costs would increase by \$50,000.00 in St. Mary's County.

We do not believe this bill would benefit the citizens of St. Mary's County. We look forward to working with you on this and other initiatives throughout the session.

Sincerely,  
COMMISSIONERS OF ST. MARY'S COUNTY

James R. Guy, President

CSMC/AB/sf  
T:/ALL/Consent/2019/060

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Page 2

Senator Delores G. Kelley, Chair  
February 26, 2019

Cc: Senator Jack Bailey  
Delegate Matthew Morgan  
Delegate Gerald Clark  
Delegate Brian Crosby  
Commissioner Eric Colvin  
Commissioner Michael Hewitt  
Commissioner Todd Morgan  
Commissioner John O'Connor  
Dr. Rebecca Bolton Bridgett, County Administrator  
David Weiskopf, County Attorney