

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2000 Legislative Session

Resolution No. CR-67-2000

Proposed by The Chairman (by request – County Executive)

Introduced by Council Members Estepp, Shapiro, Russell Bailey and Wilson

Co-Sponsors _____

Date of Introduction October 30, 2000

RESOLUTION

1 A RESOLUTION concerning

2 Nursing Sign-On Bonus – Salary Schedule J,

3 Schedule of Pay Grades for the Health Department

4 For the purpose of amending the Salary Plan of the County to provide for a non-base nursing
5 sign-on bonus to certain applicants who are hired as nurses within the Health Department.

6 WHEREAS, pursuant to Section 903 of Article IX of the Prince George's County Charter
7 and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary
8 Plan are to be submitted to the County Council in resolution form; and

9 WHEREAS, the County Executive deems it appropriate to provide a non-base nursing sign-
10 on bonus to enhance recruitment efforts in order to address the difficulty in recruiting nurses in
11 the County; and

12 WHEREAS, the County Executive has submitted and recommended an amendment to the
13 County's Salary Plan, Salary Schedule J, by adding a new Section 30 and renumbering existing
14 Section 30, to provide a non-base nursing sign-on bonus to qualified applicants, to whom the
15 non-base nursing sign-on bonus is offered, who are hired after the effective date of this
16 resolution in the following job classifications: Community Health Nurse I and II and Licensed
17 Practical Nurse I, II and III; and

18 WHEREAS, the County Executive is authorized to establish guidelines and procedures to
19 implement the non-base nursing sign-on bonus; and

20 WHEREAS, the Salary Plan must at this time be amended in order to implement such non-
21 base nursing sign-on bonus.
22

1 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
2 County, Maryland, that Salary Schedule amendments submitted and recommended by the
3 County Executive on October 30, 2000, which are attached hereto and made a part hereof, to
4 provide for a non-base nursing sign-on bonus to qualified applicants, to whom the non-base
5 nursing sign-on bonus is offered, who are hired after the effective date of this resolution in the
6 following job classifications: Community Health Nurse I and II and Licensed Practical Nurse I,
7 II and III, be and the same are hereby approved.

Adopted this 14th day of November, 2000.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Dorothy F. Bailey
Chair

ATTEST:

Joyce T. Sweeney
Clerk of the Council

Amendment to Salary Schedule J
Schedule of Pay Grades – Health Department
Prince George’s County, Maryland
Effective July 1, 1999 – June 30, 2001

On page 18, add the following language:

30. NURSING SIGN-ON BONUS

A. Qualification

The sign-on bonus shall apply only to qualified nursing employees. A qualified nursing employee is a new appointment or a reemployment with at least twelve (12) months separation from County service and is in one of the following job classifications: Community Health Nurse I and II and Licensed Practical Nurse I, II and III. A qualified nursing employee is entitled to one sign-on bonus.

B. Disqualification

The sign-on bonus does not apply to: current non-temporary County employees (including those in independent personnel systems) who are filling a vacancy as a transfer, reassignment, promotion, or demotion; temporary (contractual or emergency) employees; current temporary employees who are filling a non-temporary vacancy as an interim appointment or contractual conversion transfer; or a position in the Supervisory/Executive Pay Plan.

C. Amount of Sign-On Bonus

Management, with the approval of the appointing authority, shall set the amount of the actual sign-on bonus. The sign-on bonus shall not exceed a maximum amount of \$2,000. In determining the amount of the sign-on bonus, management may consider the type of skills required for the position and the education and experience of the new employee.

A qualified Registered Nurse with three years of relevant public health competencies and experience may receive a sign-on bonus of up to \$2,000. A qualified Registered Nurse with two years of relevant public health competencies and experience may receive a sign-on bonus of up to \$1,500. A qualified Registered Nurse with one year of relevant public health competencies and experience may receive a sign-on bonus of up to \$1,000.

D. Payment of the Bonus

The sign-on bonus shall be paid in two lump sums. Each lump sum shall represent fifty percent of the agreed upon amount as approved by the appointing authority. The first lump sum shall be paid to the new employee upon completion of their first six (6) months of satisfactory County service. The second lump sum shall be paid to the new employee upon completion of the Probationary Period with satisfactory evaluation of County service.

The sign-on bonus will only be paid to County employees who are in an active employment status with the same agency at the time payment is due. If the employee transfers to a different agency or leaves County service before payment of the sign-on bonus is due, the employee forfeits the bonus. The sign-on bonus will not affect the regular rate of pay for the purposes of calculating overtime for FLSA non-exempt and/or benefits.

On page 18, renumber as follows:

31. POLICY STATEMENT