

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2020 Legislative Session

Resolution No. CR-19-2020

Proposed by The Council Chair (by request – County Executive)

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

Date of Introduction March 5, 2020

RESOLUTION

1 A RESOLUTION concerning

2 COVID-19 Hazard Pay and Compensatory Time for

3 Employees Covered by Salary Schedule A

4 For the purpose of amending the Salary Plan of the County to reflect the terms of a recent
5 agreement between Prince George's County, Maryland and Council 67, American Federation of
6 State, County and Municipal Employees ("AFSCME") and its affiliated Locals 2462, 2735, 3389
7 and 1170.

8 WHEREAS, the global pandemic Coronavirus ("COVID-19") continues to pose an
9 imminent risk to the health, safety and welfare of Prince George's County residents; and

10 WHEREAS, emergency declarations issued at the federal, State and County level remain in
11 effect; and

12 WHEREAS, COVID-19 continues to present economic and personnel challenges for the
13 County; and

14 WHEREAS, the County Executive has recommended that the Salary Plan be amended to
15 reflect the addition of COVID-19 Hazard Pay and compensatory time for employees covered by
16 Salary Schedule A; and

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

20 WHEREAS, Salary Schedule A, covering the period July 1, 2018 through June 30, 2020,
21 was adopted by the County Council on October 23, 2018 with the passage of CR-58-2018; and

22 WHEREAS, the Salary Plan needs to be amended to reflect the terms of the recent

1 agreement by and between Prince George's County, Maryland and the Council 67, American
 2 Federation of State, County and Municipal Employees ("AFSCME") and its affiliated Locals
 3 2462, 2735, 3389 and 1170.

4 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
 5 County, Maryland, that an amendment to Salary Schedule A submitted and recommended by the
 6 County Executive on April 29, 2020, as set forth below, that modifies Section 6, Special
 7 Operations, Call-In, Standby, Differential Pay and Shift Differential, be and the same is hereby
 8 approved:

9 Add New Paragraph E to Section 6 of Salary Schedule A, which shall read as follows:

10 E. COVID-19 Hazard Pay

- 11 1. Essential employees that actually worked from March 20, 2020 through April 4, 2020
 12 will be entitled to receive one (1) hour of compensatory time for each hour worked
 13 during the emergency.
- 14 2. Essential Public Facing employees that report to work from April 5, 2020 through
 15 June 28, 2020 will be entitled to receive a stipend in the amount \$350 per pay period.
 16 The stipend will be called the **COVID-19 Hazard Pay**. For an employee to receive
 17 the \$350 COVID-19 Hazard Pay, an employee must work 75% of their scheduled
 18 hours. If an employee works less than 75% of their scheduled hours, the COVID-19
 19 Hazard Pay shall be prorated accordingly. For purposes of clarity, an **essential public**
 20 **facing** employee is one who, during the performance of their assigned duties, must
 21 have substantial direct contact with the public and other employees thus increasing
 22 their risk of exposure to COVID-19. Telework hours do not qualify for this provision.
- 23 3. Essential Non-Public Facing employees that report to work from April 5, 2020
 24 through June 28, 2020 will be entitled to receive \$200 per pay period of COVID-19
 25 Hazard Pay. For an employee to receive the \$200 COVID-19 Hazard Pay, an
 26 employee must work 75% of their scheduled hours. If an employee works less than
 27 75% of their scheduled hours, the COVID-19 Hazard Pay shall be prorated
 28 accordingly. For purposes of clarity, an **essential non-public facing** employee is one
 29 who, during the performance of their assigned duties, may have incidental contact
 30 with the public or other employees. Telework hours do not qualify for this provision.
- 31 4. The COVID-19 Hazard Pay will start with the pay period beginning April 5, 2020,

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and continue until the County declaration of emergency is terminated, or June 28, 2020, whichever is earlier.

BE IT FURTHER RESOLVED that this Resolution shall take effect on the day it is adopted and shall be retroactively effective to March 20, 2020.

Adopted this 11th day of May, 2020.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Todd M. Turner
Council Chair

ATTEST:

Donna J. Brown
Clerk of the Council