

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2008 Legislative Session

Resolution No. CR-81-2008

Proposed by The Chairman (by request – County Executive)

Introduced by Council Member Dean

Co-Sponsors _____

Date of Introduction September 16, 2008

RESOLUTION

1 A RESOLUTION concerning

2 Employee Furlough Plan

3 For the purpose of approving a Furlough Plan in order to reduce the compensation expenditures
4 of the County because of an ascertained shortfall in revenue.

5 WHEREAS, Section 16-229 of the County Code authorizes the County Executive to
6 transmit to the County Council, in resolution form, a Furlough Plan under certain circumstances;
7 and

8 WHEREAS, the County Executive has determined that an ascertained revenue shortfall of
9 \$57,000,000 during Fiscal Year 2009, based on available projections, will require the reduction
10 of the County's compensation expenditures; and

11 WHEREAS, the County Executive and County Council are attempting to avoid employee
12 reductions-in-force as a means to offset the ascertained revenue shortfall; and

13 WHEREAS, a projected cost savings of \$20,000,000 through employee compensation
14 reduction requires a furlough of approximately 5,900 employees for up to eighty (80) hours each.

15 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
16 County, Maryland, that the Furlough Plan transmitted by the County Executive on September 16,
17 2008, attached hereto and incorporated herein as Attachment "A", be and the same is hereby
18 approved.

19 BE IT FURTHER RESOLVED that the provisions of this Resolution are severable, and if
20 any provision, sentence, clause, section or part hereof is held or determined to be illegal, invalid
21 or unconstitutional or inapplicable to any person or circumstances, such illegality, invalidity or
22 unconstitutionality or inapplicability shall not affect or impair any of the remaining provisions,

1 sentences, clauses, sections or parts of this Resolution or their application to other persons or
2 circumstances. It is hereby declared to be the legislative intent that this Resolution would have
3 been passed if such illegal, invalid, unconstitutional or inapplicable provision, sentence, clause,
4 section or part had not been included herein, and as if the person or circumstances to which this
5 Resolution or any part hereof are inapplicable had been specifically exempted herefrom.

6 BE IT FURTHER RESOLVED that the Furlough Plan approved hereby shall take effect on
7 the date of adoption of this Resolution.

Adopted this 16th day of September , 2008.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Samuel H. Dean
Chairman

ATTEST:

Redis C. Floyd
Clerk of the Council

ATTACHMENT "A"

FURLOUGH PLAN (THE PLAN)

Section 1: All full-time or part time active employees in the classified or exempt service in any County department, agency or office who is entitled to earn annual leave will be required to take leave without pay as a furlough, as described below:

(a) **FULL PARTICIPATION** (up to eighty (80) leave without pay furlough hours)

- County Executive Senior Staff
- County Management Level Employees (Exempt, Directors, Deputy Directors, etc.)
- All Full-Time Employees who are entitled to earn annual leave and who are 100% funded by the General Fund or Internal Service Funds (Fleet and Information Technology Fund) - Salary Schedules A, D, E, G, H, L, P, Q, W, X, Y, Z, C-O, F-O, P-O, W-O.

(b) **REDUCED PARTICIPATION** (Leave without pay furlough hours prorated)

- Part-Time Employees (Based on work hours)
- Positions Partially Funded by General Fund (Based on percentage of General Fund funding)
- Match Grant Funded Positions (Based on percentage of General Fund Match funding)
- Employees who leave the employment of Prince George's County before the end of FY2009 will be required to take prorated leave without pay furlough hours.
- Employees who are hired with Prince George's County after the effective date of CR-81-2008, will be required to take prorated leave without pay furlough hours.

(c) **EXCLUDED FROM PARTICIPATION**

- 100% Non-General Fund Match Grant Positions (including LTGF)
- 100% Enterprise Funded Positions
- 100% Non Grant State Funded Positions
- Any Other Employee Who Does Not Earn Annual Leave.

Section 2: During the furlough period employees identified in Section 1 (a) are required to take eighty (80) leave without pay furlough hours; employees identified in

Section 1 (b) are required to take a prorated number of leave without pay furlough hours; and those employees identified in Section 1 (c) are excluded from the Plan, provided that:

- (a) Furlough leave without pay hours will be taken in hourly increments, and the total number of hours required must be satisfied by June 20, 2009. Department/Agency Heads will be given discretion in working with scheduling employees' leave without pay furlough hours. It is the responsibility of the Department/Agency Heads of each employee to ensure that the hours are scheduled and taken during the furlough period, in the manner provided herein;
- (b) Each Department/Agency Head will prepare an operating plan to maintain core services to our citizens;
- (c) Employees who leave the employment of Prince George's County before the end of FY2009 will be required to take prorated leave without pay furlough hours; and
- (d) Employees who are hired with Prince George's County after the effective date of CR-81-2008, will be required to take prorated leave without pay furlough hours.

Section 3: All employees identified in Section 1 (a), who elect to satisfy their required leave without pay furlough hours on a holiday designated by County law or union contract, will be credited with an amount of annual leave equal to the number of leave without pay furlough hours taken on the holiday, up to a maximum total of twenty-four (24) hours. All employees identified in Section 1 (b), who elect to satisfy their required leave without pay furlough hours on a holiday designated by County law or union contract, will be credited with an amount of annual leave equal to the number of leave without pay furlough hours taken on the holiday, up to a maximum total of eight (8) hours. This annual leave credit will be posted to the employees' new annual leave balance at the beginning of the 2010 leave year and upon satisfaction of the required leave without pay furlough hours.