



subject to reduction-in-force actions and/or furlough actions which may be proposed by the County Executive during this period;

- (4) Suspends all schedules of the Salary Plan of the County which provide for base rate wage increases over those in effect since January 1, 1992.

This emergency bill is a temporary measure and will expire on its own terms on December 31, 1992.

In response to a question from Council Member Bell, it was stated that this bill would provide for a suspension of salary increases until December 31, 1992, at which time, if no further action is taken by the Council, the scheduled salary increases would be effective.

**BACKGROUND INFORMATION/FISCAL IMPACT**

**(Includes reason for proposal, as well as any unique statutory requirements)**

The County is confronting a severe economic crisis. Amendments to the Salary Plan of the County which were made prior to encountering budget reductions initiated by the State and exacerbated by the continuation of a national recession require increases in the base pay rates for all County employees in the current fiscal year. Unless these scheduled cost of living increases are deferred, a significant number of County employees will be subjected to a reduction in force.

The proposed legislation declares a fiscal emergency and takes certain temporary measures to minimize the impact of the emergency upon County services and County employees. The Legislation suspends the scheduled Fiscal Year 1992 cost of living increases and removes the exemptions pertaining to furloughs and reductions in force which are found in some collective bargaining agreements. The temporary measures are effective through December 31, 1992.