

# PRINCE GEORGE'S COUNTY COUNCIL

## COMMITTEE REPORT

2014 Legislative Session

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<b>Reference</b>	
<b>No.:</b>	CB-57-2014
<b>Draft No.:</b>	1
<b>Committee:</b>	PUBLIC SAFETY AND FISCAL MANAGEMENT
<b>Date:</b>	10-2-2014
<b>Action:</b>	<b>FAVORABLE</b>

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Committee Vote: Favorable 5-0 (In Favor: Council Members Toles, Davis, Harrison, Lehman and Turner)

This bill will revise the Tuition Assistance Program ("Program") for full and part-time permanent merit and exempt status employees of the County Government. The bill provides for tuition reimbursement upon the successful completion of college-level courses attended at accredited institutions and related to the nature of the employee's duties, tasks, and responsibilities. The participating employee shall have worked for the County for at least one year; had no disciplinary action against them within the last year of employment and has a minimum performance evaluation of Satisfactory. The employee must maintain a 2.5 GPA and remain employed with the County for at least 2 years from the date of conclusion of the education program. The bill also establishes a non-lapsing Fund to provide for additional educational benefits that will further the career development and growth of all County employees and further the goals and objectives of the County Government.

Stephanye R. Maxwell, Director, Office of Human Resources Management, gave a brief overview of the history of the Program and the administrative procedures. The Committee discussed the County's ability to fund the Program in FY'15. There was also discussion on whether the GPA should be reduced to a 2.0 and if the Program should only apply to those employees working towards an undergraduate degree.

The Office of Law has reviewed this legislation and finds it to be in proper legislative form with no legal impediments to its enactment.

The enactment of CB-57-2014 will have a negative fiscal impact on the County to the extent that County funds are appropriated to the Tuition Assistance Fund.