

**PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY**

Meeting Date: 11/19/96

Reference No.: CR-60-1996

Proposer: County Executive

Draft No.: 2

Sponsors: Del Giudice

Item Title: General Schedule - Salary Schedule "G" to amend the
Salary Plan of the County to reflect certain modifications
of General Schedule employees

Drafter: Joseph Adler
Personnel & Labor Relations

Resource Personnel: Joseph Adler
Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented: ____/____/____
Committee Referral:(1) 10/29/96 PSFM
Committee Action:(1) 11/7/96 FAV (A)
Date Introduced: 10/29/96
Pub. Hearing Date: (1) ____/____/____ __:____ __

Executive Action: ____/____/____ ____
Effective Date: ____/____/____

Council Action: (1) 11/19/96 Adopted
Council Votes: SD:A, DB:A, JE:A, IG:A, AMc:A, WM:A, RVR:A, AS:A, MW:A
Pass/Fail: P

Remarks: _____

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 11/7/96

Committee Vote: Favorable, as amended, 3-0, (In favor: Council Members Scott, Del Giudice and Maloney).

This resolution will amend the Salary Plan for General Schedule employees. Specifically, it will:

1. increase the minimum wage to \$4.75 effective October 1, 1996 and to \$5.15 in September 1997.
2. increase the employee contribution rates for the General Supplemental

Pension Plan as required by the January 1995 actuarial evaluation. CB-95-1996 prohibited increasing the employee contribution amount above 3.7% until the fifth trustee elected by the participants was appointed and approved the increase at a regularly scheduled meeting. The increase from 3.7% to 4.45% was approved by the Trustees at the August 1, 1996 meeting. The County will be contributing an equal amount.

3. establish an "Employer Pick-Up Plan" for the General Schedule supplemental Pension Plan which will allow pension contributions to be taken on a pre-tax basis.

The legislation was amended on Page 1, Line 24 by inserting "increasing personal leave by 4 hours" after "contributions;".

There will not be any negative fiscal impact on the County with the adopting of CR-60-1996. The cost savings related to the elimination of the 1996-97 merit increases is approximately \$1.4 million. However, the funds for merit increases were not provided in the fiscal year 1996-97 Approved Current Expense Budget.

BACKGROUND INFORMATION/FISCAL IMPACT

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

This resolution will amend the Salary Plan for General Schedule Employees by increasing the Supplemental Pension Plan employee contribution rate from 3.7% to 4.45%, establishing an Employer Pick Up Plan for the Supplemental Pension Plan to allow for pre-tax of employee contributions and amending the minimum wage. The fiscal impact will be provided by the Office of Management and Budget.

CODE INDEX TOPICS: