

PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY

Meeting Date:	11/14/2000	Reference No.:	CR-67-2000
Proposer:	County Executive	Draft No.:	1
Sponsors:	Estepp, Shapiro, Bailey, Russell, Wilson		
Item Title:	A Resolution to amend the Salary Plan to provide non-base nursing sign-on bonus to certain applicants who are hired as nurses within the Health Department		

Drafter:	Kathleen H. Canning Office of Law	Resource	Arthur G. Thacher
		Personnel:	Health Officer

LEGISLATIVE HISTORY:

Date Presented:	__/__/__	Executive Action:	__/__/__	__
Committee Referral:	10/30/2000	PSFM	Effective Date:	__/__/__
Committee Action:	11/2/2000	FAV		
Date Introduced:	10/30/2000			
Public Hearing:	__/__/__	__:	__	__

Council Action: 11/14/2000 ADOPTED

Council Votes: DB:A, JE:A, IG:A, TH:A, WM:A, RVR:A, AS:A, PS:A, MW:A

Pass/Fail: P

Remarks: _____

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 11/2/00

Committee Vote: Favorable, 5-0, (In favor: Council Members Wilson, Estepp, Maloney, Russell and Scott).

This legislation will amend the County Salary Plan, Salary Schedule J, to provide a non-automatic and non-base hiring bonus to qualified nurse applicants. This change will enhance the recruitment efforts to address the ongoing difficulty in recruiting nurses in the County.

The proposed amendment will allow the County to be more competitive during the current national nursing shortage and will improve the Health Department's ability to attract and retain qualified nurses for its public health program.

A sign-on bonus, not to exceed a maximum amount of \$2,000, will apply only to qualified nursing employees in the following job classifications: Community Health Nurse I and II, and Licensed Practical Nurse I, II and III.

A qualified Registered Nurse (RN) may receive a sign-on bonus not to exceed \$2,000. The relevant public health competencies and experience will determine the amount of the bonus.

Currently, there are approximately twelve (12) vacant nursing positions within the Health Department. If all twelve positions were filled with applicants eligible for the maximum bonus level, the cost would be \$24,000, with an additional social security cost at 7.65% increasing the cost to approximately \$25,800. The revenue to fund the bonus payments is available as a result of salary lapses generated within the agency.

There will be a negative fiscal impact on the County as a result of adopting CR-67-2000.

BACKGROUND INFORMATION/FISCAL IMPACT

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

This resolution amends the Salary Plan of the County by adding a new Section 30 and renumbering existing Section 30 of Salary Schedule J to provide for a non-base nursing sign-on bonus to certain applicants who are hired as nurses within the Health Department. Pursuant to Section 903 of Article IX of the Prince George's County Charter and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary Plan are to be submitted to the County Council in resolution form. The non-base nursing sign-on bonus is to enhance recruitment efforts to address the difficulty in recruiting nurses in the County.

CODE INDEX TOPICS: