

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**1996 Legislative Session**

Bill No. CB-4-1996
 Chapter No. 10
 Proposed and Presented by Council Member Maloney
 Introduced by Council Member Maloney
 Co-Sponsors _____
 Date of Introduction April 16, 1996

BILL

AN ACT concerning

Personnel Law - County Holidays

For the purpose of eliminating general election day as a County holiday, restricting the establishment of primary election, general election, and special election days as County holidays, and requiring that collective bargaining agreements entered into after July 1, 1996 conform to certain existing provisions of the Personnel Law.

BY repealing and reenacting with amendments:

SUBTITLE 16. PERSONNEL.

Sections 16-219 and 16-222,

The Prince George's County Code

(1995 Edition).

SECTION 1. BE IT ENACTED by the County Council of Prince George's County, Maryland, that Sections 16-219 and 16-222 of the Prince George's County Code be and the same are hereby repealed and reenacted with the following amendments:

SUBTITLE 16. PERSONNEL.

DIVISION 17. LEAVE.

Sec. 16-219. Holiday leave.

(a) Regular Holidays. The following days shall be regular holidays for employees:

- (1) New Year's Day;
- (2) Martin Luther King's Birthday;

- (3) Presidential Inauguration Day;
- (4) Washington's Birthday;
- (5) Memorial Day;
- (6) Independence Day;
- (7) Labor Day;
- (8) Columbus Day;
- (9) Veteran's Day;
- (10) [General Election Day;
- (11)]Thanksgiving Day; and the following Friday;
- [(12)](11)County Employees' Appreciation Day; and
- [(13)](12)Christmas Day.

(b) Dates of Observance. The County Executive shall, by Executive Order, establish the dates of observance for each of the regular holidays established in Subsection (a), above. The dates of observance designated by the Executive shall be within seven (7) days of the generally recognized date of observance and shall not be a Saturday or Sunday.

(c) Special Holidays. The County Executive shall be authorized, by Executive Order, to establish special holidays as full or partial nonwork days in a pay status for employees. Special holidays shall not exceed two (2) per year without approval of the Council.

(d) Employees Eligible for Holiday Leave. All full-time employees, as defined in Section 16-181(a), shall be granted holiday leave with pay on any regular or special holiday. All part-time employees, as defined in Section 16-181(b), with the exception of those part-time employees allocated to the class of School Crossing Guard, shall be granted holiday leave with pay in proportion to the number of hours worked, provided that any such employee shall have worked a minimum of forty (40) hours during the one (1) full pay period immediately preceding the pay period within which the holiday falls. Those part-time employees allocated to the class of School Crossing Guard shall be eligible for holiday leave, in an amount equivalent to the established daily reporting rate, for four (4) holidays in each leave year. The four (4) holidays for which said employees are eligible to receive holiday leave shall be selected by the appropriate appointing authority from among those holidays

designated annually by the Prince George's County Board of Education. Any full-time or part-time employee on authorized, paid leave during a pay period in which a regular or special holiday occurs shall be considered on holiday leave with pay for that period.

(e) No regular or special holiday shall be observed on the same day as a primary election, general election, or special election held for county or state offices. On the aforesaid election days, a liberal annual leave policy shall be in effect. Notwithstanding the provisions of Section 16-233 to the contrary, all collective bargaining agreements proposed for approval in accordance with Section 13A-109 for terms beginning on or after July 1, 1996, shall conform to the provisions of this Subsection in effect on the date that the collective bargaining agreement is executed by the County Executive.

~~[(e)]~~(f) Determination of Eligibility. An employee must be in a pay status the last regular work day before, and the first regular work day after, a regular or special holiday in order to receive holiday leave pay.

~~[(f)]~~(g) Authorization for Holiday Leave. As far as is practical, a regular or special holiday shall be a nonwork day and an eligible employee shall receive the employee's authorized salary for any such day. An employee may be required to be on duty on any such day in order to maintain necessary County services. The County Executive shall be authorized to determine the County services required to be maintained on a regular or special holiday and the appointing authorities of departments, agencies, or offices so affected by such determinations shall designate those employees to perform duty on said days.

~~[(g)]~~(h) Compensation for Work Performed on a Regular or Special Holiday. Special rates of pay or other forms of compensation for employees required to work on a regular or special holiday, as authorized in Subsection (f), above, shall be granted as established under the applicable salary schedules within the Salary Plan.

Sec. 16-222. Administrative leave.

(a) Administrative leave may be granted to any full-time or part-time employee, as said terms are defined under Section 16-181, by the employee's appointing authority for any one (1) of the following reasons:

- (1) Performance of jury duty;

* * * * *

(3) For the purpose of voting not to exceed two (2) hours following the opening of the polls or two (2) hours prior to the closing of the polls[, except for any general election day which is otherwise governed by Section 16-219];

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SECTION 2. BE IT FURTHER ENACTED that this Act shall take effect on forty-five (45) calendar days after it becomes law.

Adopted this 7th day of May, 1996.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY:

Ronald V. Russell
Acting Chairman

ATTEST:

Joyce T. Sweeney
Clerk of the Council

APPROVED:

DATE: _____

BY:

Wayne K. Curry
County Executive

KEY:

Underscoring indicates language added to existing law.

[Brackets] indicate language deleted from existing law.

Asterisks *** indicate intervening existing Code provisions that remain unchanged.