

## Prince George's County Council Agenda Item Summary

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**Meeting Date:** 10/27/2009  
**Reference No.:** CR-076-2009  
**Draft No.:** 1  
**Proposer(s):** County Executive  
**Sponsor(s):** Bland  
**Item Title:** A Resolution amending the Salary Plan of the County to reflect pay rates and other modified benefits for General Schedule employees.

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**Drafter:** Terry Bowen, Office of Human Resources Management  
**Resource Personnel:** Donald E. Bridgeman, Office of Human Resources Management

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### LEGISLATIVE HISTORY:

<b>Date Presented:</b>		<b>Executive Action:</b>	
<b>Committee Referral:</b>	10/20/2009 - PSFM	<b>Effective Date:</b>	10/27/2009
<b>Committee Action:</b>	10/21/2009 - FAV		
<b>Date Introduced:</b>	10/20/2009		
<b>Public Hearing:</b>			
<b>Council Action (1)</b>	10/27/2009 - ADOPTED		
<b>Council Votes:</b>	MB:A, WC:A, SHD:A, TD:A, CE:A, AH:A, TK:A, EO:A, IT:A		
<b>Pass/Fail:</b>	P		
<b>Remarks:</b>	Retroactive to July 1, 2009.		

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### AFFECTED CODE SECTIONS:

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### COMMITTEE REPORTS:

**Public Safety and Fiscal Management** **Date 10/21/2009**  
REPORT: Committee Vote: Favorable 4-0 (In Favor: Councilmember's Exum, Bland, Campos and Turner)

This resolution will amend the Salary Plan for Salary Schedule G, General Schedule Employees by providing for modifications concerning minimum average rate for Grade GS-01, overtime pay, annual leave, compensatory leave, military leave, supplemental pension plan contribution rates, Social Security contribution and other benefits to General Schedule Employees.

### SOME HIGHLIGHTS OF GENERAL SCHEDULE SALARY PLAN

Effective July 24, 2009 the minimum wage rate for Grade GS-01 is increased from \$6.15 to \$7.25.

Effective July 1, 2009 employees covered by the Salary Schedule will forego cost of living adjustment and merit increase for FY-2010.

General Schedule Employee will be allowed to accumulate a maximum of 440 hours of annual leave to be carried

over from 2009 to 2010.

Military leave benefits are extended to February 27, 2011.

Effective with the pay period beginning July 31, 2009, the employee contribution rate to the Supplemental Pension Plan is decreased from 3.11% to 2.94% of base pay.

Effective January 1, 2009, the Social Security Fund contribution based limit is increased to \$106,800.

The Office of Law has reviewed the resolution and find it to be in proper legislative form with no legal impediments to its adoption.

The adoption of CR-76-2009 will not have a material fiscal impact on the County.

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**BACKGROUND INFORMATION/FISCAL IMPACT:**

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

A Resolution amending the Salary Plan for General Schedule Employees, effective July 1, 2009. Modifications have been made concerning the State's Minimum Wage Rate change for July 24, 2009; overtime pay; compensatory leave; military leave; supplemental pension plan contribution rates; Social Security and other benefits to General Schedule Employees.

The proposed salary plan amendments were submitted to the County Council by the County Executive on October 5, 2009. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before December 4, 2009, the salary plan shall stand approved.

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**CODE INDEX TOPICS:**

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**INCLUSION FILES:**

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