





June 21, 2023

**FISCAL AND POLICY NOTE**

TO: Jennifer A. Jenkins  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: Josh Hamlin   
Director of Budget and Policy Analysis

FROM: Roger G. Banegas   
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CR-022-2023 Military Leave

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**CR-022-2023** (*Proposed and Introduced by:* The Chair of the Council at the request of the County Executive)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

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A RESOLUTION CONCERNING MILITARY LEAVE for the purpose of amending the Salary Plan of the County to reflect the continuation of certain military leave benefits and the eligibility requirements for certain military leave benefits.

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**Fiscal Summary**

**Direct Impact:**

*Expenditures:* No significant revenue impact.

*Revenues:* None.

**Indirect Impact:**

None.

### **Legislative Summary:**

CR-022-2023<sup>1</sup>, proposed by the Chair at the request of the County Executive and sponsored by Council Members Dernoga, Harrison, Watson, Ivey, and Hawkins, was introduced on April 4, 2023, and referred to the Government Operations and Fiscal Policy (GOPF) Committee. CR-022-2023 is a continuation of certain military leave benefits and the eligibility requirements for certain military leave benefits for County employees in the National Guard of the United States or the Reserves who were called to active duty as a result of the September 11, 2001 terrorist attacks, the war on terrorism and/or *other military actions*. The benefits established by this legislation shall continue as provided previously by CR-68-2021<sup>2</sup>.

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### **Current Law/Background:**

Prince George's County Code Section 903<sup>3</sup> states, "Salaries and wages of both classified and exempt service employees shall be determined in accordance with the classification and salary plans. Except as otherwise provided herein, for such plans to become effective, they shall be submitted by the County Executive to the Council for legislative action thereon. If the Council fails to take final action upon a salary plan within sixty calendar days of its submission to the Council by the County Executive, then such plan shall stand approved. Classification plans for positions uniquely within the Legislative Branch shall be adopted by resolution of the Council." Section 16-125 of the County Code governs the transmittal, review, and approval of Classification, Salary, and Executive Pay Plans. Salary Plans and/or any proposed amendments thereto shall be transmitted in resolution form per §16-125(a). Under §16-125(c)<sup>4</sup>, the Salary Plan and/or any proposed amendments thereto shall stand approved if the County Council fails to take final legislative action thereon within sixty (60) calendar days after the date of transmittal thereof by the County Executive.

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### **Resource Personnel:**

- Gitana Y. Stewart-Ponder, Deputy Director, OHRM
  - Christina Noone, Administrative Assistant, OHRM
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### **Discussion/Policy Analysis:**

CR-022-2023 amends the County's Salary Plan to reflect the continuation of certain military leave benefits and the eligibility requirements for certain military leave benefits for any employee called to active military service. The proposed Resolution extends the benefits previously authorized in

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<sup>1</sup> [CR-022-2023](#)

<sup>2</sup> [CR-068-2021](#)

<sup>3</sup> [Section 903 of the Prince George's County Code](#)

<sup>4</sup> [Section 16-125\(c\)](#)

CR-068-2021 for an additional two (2) years. Without extension, benefits terminated on March 1, 2023. The proposed extended benefits include the following:

(a) Eligibility for a salary supplement equaling the difference between the employee's base County rate of pay and his/her base military rate of pay, without the employee having to exhaust his/her annual, personal, and compensatory leave.

(b) Eligibility for health care benefits to continue once the employee enters a leave without pay status, with the County paying both the employer and the employee portions of the premium.

According to the Office of Human Resources Management (OHRM), there are five (5) County employees currently in active military-leave status who receive salary supplements and health care benefits. Salary supplements are provided to make up the difference between an employee's County base wages and the employee's base military rate of pay. Funding for the salary supplemental pay is covered by current, appropriated County funds for the employee's existing County position. Therefore, even though the County will not have direct benefit from the employee's services for the period the supplement is being paid, the employee's salary is fully funded in the County's budget. When these employees are in leave-without-pay-status the County does incur an additional cost for employee health care benefits normally paid by the employee.

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**Fiscal Impact:**

*Direct Impact*

Adoption of CR-022-2023 should not have a direct fiscal impact on the County. The Office of Management and Budget decided that the fiscal impact is negligible and, therefore, no material cost estimate will be provided.

*Indirect Impact*

Adoption of CR-022-2023 should not have an indirect fiscal impact on the County.

*Appropriated in the Current Fiscal Year Budget*

Yes.

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**Effective Date of Proposed Legislation:**

The proposed Resolution shall be effective on the date of adoption and, unless otherwise stated in a specific provision, shall be retroactive to March 1, 2023.

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If you require additional information or have questions about this fiscal impact statement, please call me.