

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2015 Legislative Session

Resolution No. CR-10-2015

Proposed by The Chairman (by request – County Executive)

Introduced by Council Members Turner, Lehman, Harrison, Franklin, Davis,
Glaros, Taveras and Patterson

Date of Introduction March 24, 2015

RESOLUTION

1 A RESOLUTION concerning

2 Military Leave

3 For the purpose of amending the Salary Plan of Prince George’s County to reflect the
4 continuation of certain military leave benefits and the eligibility requirements for certain military
5 leave benefits.

6 WHEREAS, pursuant to Section 903 of the Prince George’s County Charter and Section
7 16-125(a) of the Prince George’s County Code, amendments to the County’s Salary Plan are to
8 be submitted to the County Council in resolution form; and

9 WHEREAS, the County Executive has recommended that the Salary Plan be amended to
10 reflect the continuation of certain military leave benefits; and

11 WHEREAS, Section 1017 of the Charter provides that a resolution has the force and effect
12 of law of a temporary or administrative character; and

13 WHEREAS, the County Executive has authorized the Director of the Office of Human
14 Resources Management of Prince George’s County to continue to provide a salary supplement
15 and eligibility for continuation of health care benefits for County employees who are ordered to
16 active duty in the National Guard of the United States or the Reserves as a result of the
17 September 11, 2001 terrorist attacks, the resulting war on terrorism or other military action; and

18 WHEREAS, there are County employees in the National Guard of the United States or the
19 Reserves who were ordered to active duty as a result of ongoing military action who currently
20 receive benefits established by CR-21-2013; and

21 WHEREAS, the benefits authorized by CR-21-2013 were terminated on March 1, 2015
22 without further action; and

1 WHEREAS, in answering the call to military action, County employees serving in the
2 National Guard of the United States and Reserves and their families continue to bear a strain that
3 was unforeseen when this benefit was first established; and

4 WHEREAS, in light of the current state of military affairs, the County Executive has
5 determined that a continuation of the military leave benefits should be made at this time.

6 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
7 County, Maryland, that the County Council hereby approves the continuation of the military
8 leave health care benefits previously provided by CR-21-2013.

9 BE IT FURTHER RESOLVED that eligibility for the salary supplement benefit established
10 by CR-21-2013 shall be continued such that employees shall be eligible to receive payment of a
11 salary supplement equal to the difference between the employee's base rate of pay and the
12 employee's base military rate of pay, without the exhaustion of the employee's annual, personal
13 and compensatory leave balances.

14 BE IT FURTHER RESOLVED that the County Council hereby approves the following
15 amendment to all Salary Schedules of the Salary Plan of Prince George's County, submitted and
16 recommended by the County Executive:

17 Add the following language to each salary schedule:

18 "Any employee called up to active military service in response to the terrorist attacks on
19 September 11, 2001, the resultant war on terrorism or other military action shall be eligible for
20 the benefits set forth herein: Payment of a salary supplement equal to the difference between the
21 employee's base rate of pay and the employee's base military rate of pay, without the exhaustion
22 of the employee's annual, personal and compensatory leave balances. Eligibility for health care
23 benefits to continue once the employee enters a leave without pay status with both the employer
24 and the employee contributions of the premium being paid by the County."

25 BE IT FURTHER RESOLVED that the County shall provide funds for the salary
26 supplement benefit as determined by the County Executive.

27 BE IT FURTHER RESOLVED that the military leave benefits established by this
28 Resolution shall continue as established by CR-21-2013.

29 BE IT FURTHER RESOLVED that the benefits provided for by this Resolution shall
30 expire two calendar years from the effective date of this Resolution.

31 BE IT FURTHER RESOLVED that this Resolution shall take effect on the date it is

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adopted and shall be retroactively effective to March 1, 2015.

Adopted this 14th day of April, 2015.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Mel Franklin
Chairman

ATTEST:

Redis C. Floyd
Clerk of the Council