

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**

**2001 Legislative Session**

Resolution No. CR-78-2001

Proposed by The Chairman (by request – County Executive)

Introduced by Council Members Russell, Bailey, Wilson, Gourdine and Shapiro

Co-Sponsors \_\_\_\_\_

Date of Introduction November 6, 2001

**RESOLUTION**

1 A RESOLUTION concerning

2 Exempt Employees - Salary Plan

3 For the purpose of providing for certain leave and benefits for exempt service employees.

4 WHEREAS, Section 402(5) of the Prince George's County Charter provides for the County  
5 Executive to prepare an Executive Pay Plan establishing compensation of the Chief  
6 Administrative Officer and the head of each agency of the Executive Branch, subject to approval  
7 of the County Council; and

8 WHEREAS, Section 903 of the Prince George's County Charter provides for the approval  
9 of Salary Plans by the County Council after having first been submitted by the County  
10 Executive; and

11 WHEREAS, by CR-179-1985, CR-4-1986, CR-77-1986 and CR-14-1988 the County has  
12 previously established certain benefits for exempt service employees of the County; and

13 WHEREAS, the County Executive has recommended that certain additional benefits be  
14 approved for certain exempt service employees.

15 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's  
16 County, Maryland, that the following provisions relating to leave and benefits for certain exempt  
17 service employees, submitted and recommended by the County Executive on November 6, 2001,  
18 be and the same are hereby approved as an amendment to the salary plan adopted by  
19 CR-179-1985 and previously amended by CR-4-1986, CR-77-1986 and CR-14-1988:

20 B. Annual Leave

21 1. The Chief Administrative Officer, the head of each agency, the [aides to]  
22 immediate staff of the County Executive, the Council Administrator, the County Auditor and the

1 aide to each Council Member shall be entitled to a beginning annual leave balance of eighty (80)  
 2 hours unless said exempt employee has an existing annual leave balance as an employee of  
 3 Prince George's County of more than eighty (80) hours. This benefit may be granted to other  
 4 exempt employees, except elected officials, by the appropriate appointing authority.

5 2. The annual leave earning rate for all exempt service employees except elected  
 6 officials shall be as established by the appropriate appointing authority up to the maximum rate  
 7 provided [in the County Code] for classified service employees.

#### 8 C. Sick Leave

9 1. The Chief Administrative Officer, the head of each agency, the [aides to]  
 10 immediate staff of the County Executive, the Council Administrator, the County Auditor and the  
 11 aide to each Council Member shall be entitled to a beginning sick leave balance of eighty (80)  
 12 hours unless said exempt employee has an existing sick leave balance as an employee of Prince  
 13 George's County of more than eighty (80) hours. This benefit may be granted to other exempt  
 14 employees by the appropriate appointing authority.

15 2. The sick leave earning rate for all exempt service employees except elected  
 16 officials shall be as established [in the County Code] for classified service employees.

#### 17 D. Insurance

18 1. All exempt service employees are entitled to the same insurance benefits as are  
 19 provided pursuant to the Personnel Law to classified service employees of the County, including,  
 20 but not limited to, health insurance, life insurance, optical care plan, dental plan, and prescription  
 21 plan.

22 2. The County Executive may grant to the Chief Administrative Officer, the immediate  
 23 staff of the County Executive and the head of each agency, and the County Council may grant to  
 24 the Council Administrator, the County Auditor and the aide to each Council Member additional  
 25 life insurance benefit, provided that the cost of premiums for such insurance shall not exceed  
 26 seven percent (7%) of annual salary. The County Executive and members of the County Council,  
 27 with a term beginning after November 2002, are entitled to this same benefit.

#### 28 E. Retirement, Defined Contribution and Deferred Compensation Plans.

29 1. All exempt employees are entitled to and subject to the same retirement and  
 30 pension benefits as are provided by the Personnel Law or other law to classified service  
 31 employees of the County.

2. The Chief Administrative Officer, the head of each agency, the [aides to] immediate staff of the County Executive, the Council Administrator, the aide to each Council member and the County Auditor shall be entitled, from the time of entry into the position, to payment to an alternate [pension] defined contribution or deferred compensation plan of Prince George's County in an amount equal to [the normal contribution rate for the employer's share of retirement costs for municipality members of the Maryland State Retirement/Pension System, as such rate is adjusted from time to time (4.13% of salary for FY-1985)] five percent (5%) of salary, as long as the employee does not participate in the State system. The County Executive and members of the County Council, with a term beginning after November 2002, are entitled to this same benefit. [Provided, however, that if any of the specified members of the exempt service are participating in the Maryland State Retirement/Pension System and choose to exercise their option to decline or modify that participation, which would result in a lower contribution rate for the employer, said employees shall be entitled to compensation in the form of payment to an alternate pension or deferred compensation plan of the County in an amount equal to the difference between the lower employer share and the employer's share had the employees continued to participate in the State system at the previous level.]

#### G. Automobile Allowance

1. The Chief Administrative Officer, the head of each agency, the immediate staff of the County Executive, the Council Administrator, and the County Auditor may be granted an automobile allowance in an amount equivalent to the cost of providing a County vehicle to said employee. The County Executive and members of the County Council, with a term beginning after November 2002, are entitled to this same benefit.

#### H. Relocation Expenses

The County Executive may grant to the Chief Administrative Officer, the head of each agency, and the Deputy Chiefs of Police, and the County Council may grant to the Council Administrator and the County Auditor, reimbursement for the reasonable costs of relocation to Prince George's County.

SECTION 2. BE IT FURTHER RESOLVED that all other provisions of the exempt salary plan adopted by CR-179-1985 and amended previously by CR-4-1986, CR-77-1986, and CR-14-1988, not amended by this Resolution shall remain in full force and effect.

SECTION 3. BE IT FURTHER RESOLVED that the increase in the County contribution

1 to 5% of salary to payment to an alternate defined contribution or deferred compensation plan of  
 2 Prince George's County set forth in paragraph E.2. of the Executive Pay Plan shall be effective  
 3 retroactive to July 1, 2001.

4 SECTION 4. BE IT FURTHER RESOLVED that all existing Executive Orders and  
 5 Resolutions approving and establishing additional individual benefits for current exempt service  
 6 employees are hereby confirmed and ratified and remain in full force and effect.

7 SECTION 5. BE IT FURTHER RESOLVED that the provisions of the exempt pay plan as  
 8 established by CR-179-1985, CR-4-1986, CR-77-1986, CR-14-1988 and this Resolution shall  
 9 apply, as applicable, to the following exempt employees: the County Executive; members of the  
 10 County Council; the Chief Administrative Officer; the immediate staff of the County Executive  
 11 (not to exceed five persons); the heads of offices and departments in the executive branch,  
 12 including executive directors of boards and commissions; the Council Administrator; the County  
 13 Auditor; the aide to each Council member; persons hired as attorneys-at-law , including attorneys  
 14 in the Office of Law, the Legislative Officer, and the Principal Counsel to the District Council;  
 15 and Deputy Chiefs of Police (limited to three). The provisions of the exempt pay plan do not  
 16 apply to members of boards and commissions, 700-hour employees, experts or specialists  
 17 performing temporary services, employees required to be covered by the State merit system, and  
 18 hearing examiners.

Adopted this 19<sup>th</sup> day of November, 2001.

COUNTY COUNCIL OF PRINCE  
 GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
 Ronald V. Russell  
 Chairman

ATTEST:

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 Joyce T. Sweeney  
 Clerk of the Council