

**PRINCE GEORGE'S COUNTY COUNCIL
AGENDA ITEM SUMMARY**

Meeting Date:	10/17/2000	Reference No.:	CB-22-2000
Proposer:	County Executive	Draft No.:	2
Sponsors:	Wilson		

Item Title: An Act amending the provisions of the Personnel Law including those relating to attendance, classification, salary rates, methods of filling positions, employee status, performance, discipline, grievance and appeal procedures and leave, revising provisions relating to the Personnel Board and revising certain definitions

Drafter:	Barbara L. Holtz Law	Resource	Joseph Adler
		Personnel:	Personnel & Labor Relations

LEGISLATIVE HISTORY:

Date Presented:	3/28/2000	Executive Action:	11/6/2000	S
Committee Referral:	3/28/2000	PSFM	Effective Date:	12/22/2000
Committee Action: 1	3/30/2000	HELD		
Committee Action: 2	6/19/2000	HELD		
Committee Action: 3	6/26/2000	HELD		
Committee Action: 4	9/21/2000	FAV(A)		
Date Introduced:	9/26/2000			
Public Hearing:	10/17/2000	1:30 P.M.		

Council Action: 10/17/2000 ENACTED

Council Votes: DB:A, JE:A, IG:A, TH:N, WM:AB, RVR:A, AS:A, PS:A, MW:-

Pass/Fail: P

Remarks: _____

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 9/21/00

Committee Vote: Favorable as amended, 5-0, (In favor: Council Members Wilson, Estepp, Maloney, Russell and Scott).

This legislation will revise the County Personnel Law by amending two areas: editorial changes in format and length; and substantive changes in process. The editorial change amendments will

remove unnecessary or redundant language, update terminology, combine sections, or delete obsolete references. The substantive change amendments are in the recruitment and classification of positions.

The proposed changes are the result of the Office of Personnel and Labor Relations (OPLR) convening a Personnel Law Task Force that reviewed areas of the Personnel Law and made preliminary recommendations on streamlining language or substantive changes. The Task Force consisted of both appointing authorities and staff from operational departments who use the Personnel Law as they carry out daily tasks.

The County Executive stated that the timing is right to update the County Code to reflect the changes in our circumstances and provide opportunities to build more flexibility into the personnel system. The passage of the proposed changes will allow County government to respond more quickly to the changing needs of a diverse workforce.

A number of worksessions were held in order to obtain input from representatives of the various County unions. Many of the changes in this legislation will not affect unions since collective bargaining agreements supercede some of the language in the Personnel Law.

Personnel Law changes in CB-22-2000 which will be beneficial to County employees are as follows:

1. Including provisions of the Seniority Task Force that give greater weight to seniority in the calculation of retention points and eliminating requirements for continuous years of service.
2. Allowing excess annual leave to be converted to sick leave at the end of each year and at retirement, avoiding the loss of accumulated leave.
3. Allowing detail pay to begin immediately instead of the 21 day waiting period.
4. Eliminating requirements for mandatory retirement at age 70.
5. Allowing alternative work site/telecommuting.
6. Allowing more progression in the application of disciplinary options by making authorized actions comparable for conduct and performance.
7. Providing more flexibility in setting higher starting salaries for new employees.
8. Changing "maximum of pay scale" to "highest" in order to avoid conflict with union pay steps that would otherwise limit an employee's pay options in reallocations.

Compensation for members of the Personnel Board was increased from \$300 to \$400 per month. The Office of Law stated that the provisions of Article III, Section 35 of the Maryland Constitution prohibit an increase in compensation during a term of office. Therefore, the increase in compensation for Personnel Board members pursuant to the amendment of Section 16-104 of this legislation would not be available to the members of the Personnel Board during the current term of

office.

The fiscal impact on the County will be negative as a result of enacting CB-22-2000.

BACKGROUND INFORMATION/FISCAL IMPACT

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

This legislation will amend provisions of the Personnel Law including those relating to attendance, classification, salary rates, methods of filling positions, employee status, performance, discipline, grievance and appeal procedures, and leave; revising provisions relating to the Personnel Board; revising certain definitions; and generally relating to personnel matters.

CODE INDEX TOPICS: