

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

Meeting Date: 7/25/2000

Reference No.: CB-25-2000

Proposer: Estep

Draft No.: 2

Sponsors: Estep

Item Title: An Act to provide procedural and substantive rights to employees for the protection of an employee's rights to privacy, free speech, and free association and to provide for sanctions for violations of such rights

Drafter: Ralph E. Grutzmacher
Legislative Officer

Resource John Timms
Personnel: Legislative Aide

LEGISLATIVE HISTORY:

Date Presented: 4/4/2000 **Executive Action:** 8/7/2000 S

Committee Referral: 4/4/2000 PSFM **Effective Date:** 9/22/2000

Committee Action: 6/26/2000 FAV(A)

Date Introduced: 6/27/2000

Public Hearing: 7/25/2000 11:00 A.M.

Council Action: 7/25/2000 ENACTED

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

Pass/Fail: P

Remarks: _____

PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT Date: 6/26/00

Committee Vote: Favorable as amended, 4-0, (In favor: Council Members Wilson, Estep, Maloney and Scott).

This bill will amend the County's Personnel Law by establishing a division entitled, The County Employee's Bill of Rights, which will provide procedural and substantive rights for employees (privacy, free speech and free association) and sanctions for the violations of these rights.

Draft 2 reflects the revisions as a result of discussions between the sponsor of the legislation and the County Executive's staff.

There will be a negative fiscal impact on the County related to the elimination of the use of an

employee's social security account number for County records except as required by Federal or State law. Previously, OAO estimated the cost at approximately \$88,600 in 1997. (See CB-74-1997). The cost would be incurred by the modifications to the County's data processing system to accommodate a common employee identifier.

BACKGROUND INFORMATION/FISCAL IMPACT

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

The proposed legislation amends the Personnel Law to provide certain protections for employees and to provide restrictions upon appointing authorities to prevent retaliatory action against employees who exercise those rights.

CODE INDEX TOPICS: