

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2020 Legislative Session

Resolution No. CR-21-2020
Proposed by The Council Chair (by request – County Executive)
Introduced by Council Members Turner, Anderson-Walker, Davis, Dernoga, Franklin,
Glaros, Harrison, Hawkins, Ivey, Streeter and Taveras
Date of Introduction May 5, 2020

RESOLUTION

1 A RESOLUTION concerning

2 COVID-19 Hazard Pay and Compensatory Time for

3 Employees Covered by Salary Schedule Z

4 For the purpose of amending the Salary Plan of the County to reflect the terms of a recent
5 agreement between Prince George's County, Maryland and the Deputy Sheriffs Association of
6 Prince George's County, Inc. (Civilian).

7 WHEREAS, the global pandemic Coronavirus ("COVID-19") continues to pose an
8 imminent risk to the health, safety and welfare of Prince George's County residents; and

9 WHEREAS, emergency declarations issued at the federal, State and County level remain in
10 effect; and

11 WHEREAS, COVID-19 continues to present economic and personnel challenges for the
12 County; and

13 WHEREAS, the County Executive has recommended that the Salary Plan be amended to
14 reflect the addition of COVID-19 Hazard Pay and compensatory time for employees covered by
15 Salary Schedule Z; and

16 WHEREAS, pursuant to Section 903 of Article IX of the Prince George's County Charter
17 and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary
18 Plans are to be submitted to the County Council in resolution form; and

19 WHEREAS, Salary Schedule Z, covering the period July 1, 2018 through June 30, 2020,
20 was adopted by the County Council on October 23, 2018 with the passage of CR-53-2018; and

21 WHEREAS, the Salary Plan needs to be amended to reflect the terms of the recent
22 agreement by and between Prince George's County, Maryland and the Deputy Sheriff's

1 Association of Prince George’s County, Inc., (Civilian Units).

2 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George’s
3 County, Maryland, that an amendment to Salary Schedule Z submitted and recommended by the
4 County Executive on April 29, 2020, as set forth below that adds a new Section 42 to the Salary
5 Schedule, be and the same is hereby approved:

6 Add New Section 42 to Salary Schedule Z, which shall read as follows:

7 **42. COVID-19 COMPENSATORY TIME AND HAZARD PAY**

8 A. As we continue to address the COVID-19 pandemic, essential employees covered
9 by Salary Schedule Z that actually worked from March 20, 2020 through April 4,
10 2020 will be entitled to receive one (1) hour of compensatory time for each regular
11 hour worked during the local emergency declaration.

12 B. Essential Public Facing employees that reported to work from April 5, 2020 through
13 June 28, 2020 will be entitled to receive a stipend payment in the amount of \$350
14 per pay period. The stipend payments will be called the *COVID-19 Hazard Pay*.
15 For an employee to receive the \$350 COVID-19 Hazard Pay, an employee must
16 work 75% of their scheduled hours to receive the full stipend amount. If an
17 employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay
18 shall be prorated accordingly. For purposes of clarity, an *essential public facing*
19 employee is one who, during the performance of their assigned duties, must have
20 substantial direct contact with the public and other employees thus increasing their
21 risk of exposure to COVID-19. Telework hours do not qualify for this provision.

22 C. Essential Non-Public Facing employees that report to work from April 5, 2020
23 through June 28, 2020 will be entitled to a stipend in the amount of \$200 per pay
24 period. For an employee to receive the \$200 COVID-19 Hazard Pay, an employee
25 must work 75% of their scheduled hours to receive the full stipend amount. If an
26 employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay
27 shall be prorated accordingly. For purposes of clarity, an *essential non-public*
28 *facing* employee is one who, during the performance of their assigned duties, may
29 have incidental contact with the public or other employees. Telework hours do not
30 qualify for COVID-19 Hazard Pay.

31 C. The COVID-19 Hazard Pay will start with the pay period beginning April 5, 2020,

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and continue until the County declaration of emergency is terminated, or June 28, 2020, whichever is earlier.

BE IT FURTHER RESOLVED that this Resolution shall take effect on the day it is adopted and shall be retroactively effective to March 20, 2020.

Adopted this 11th day of May, 2020.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Todd M. Turner
Council Chair

ATTEST:

Donna J. Brown
Clerk of the Council