

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

Meeting Date: 5/19/98

Reference No.: CB-23-1998

Proposer: Maloney, Hendershot

Draft No.: 1

Sponsors: Maloney, Hendershot

Item Title: An Act to amend the procedures for reductions in force to provide displacement rights, to delete County residence for computing retention points in accordance with requirements of the Annotated Code of Maryland, to amend the procedures regarding retention points and displacement, & generally relating to reductions in force

Drafter: Ralph E. Grutzmacher
Legislative Officer

Resource Personnel: Andrew D. Epplemann
Legislative Aide

LEGISLATIVE HISTORY:

Date Presented:	2/3/98	Executive Action: 5/18/98	V
Committee Referral:	2/3/98	PSFM	Effective Date: __/__/__
Committee Action:	3/18/98	FAV	
Date Introduced:	4/7/98		
Pub. Hearing Date:	4/28/98	1:30 P.M.	

Council Action: (1) 4/28/98 ENACTED
Council Votes: RVR:A, DB:N, SD:N, JE:A, IG:N, TH:A, WM:A, AS:A, MW:A
Pass/Fail: P

Council Action: (2) 5/19/98 TO OVERRIDE VETO
Council Votes: RVR:N, DB:N, SD:N, JE:A, IG:N, TH:A, WM:A, AS:A, MW:A
Pass/Fail: F

Remarks: _____

THIS BILL WAS VETOED

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 3/18/98

Committee Vote: Favorable 4-1, (In favor: Council Members Estepp, Hendershot, Scott and Wilson. Opposed: Bailey).

This bill will reestablish the ability of County employees whose positions are slated for abolishment through a reduction-in-force to bump an employee in a lower graded class of work in the same class series. Also, it stipulates that an employee can move to a lower graded class of work under the bumping procedure without a loss in pay, unless the employee's salary is greater than the maximum rate of the lower graded class of work.

Bumping privileges were eliminated from the Personnel Law with the enactment of CB-25-1995. This bill restores the displacement language removed from the Personnel Law in CB-25-1995.

The Director of the Office of Personnel and Labor Relations stated that the County Executive strongly opposes this legislation. He also stated that this bill would eradicate positive changes made to the reduction-in-force (RIF) process and increase administrative burdens. The restoration of bumping downward will increase the number of administrative actions, add to the uncertainty of the process for both employee and management, affect the County's ability to create savings and impact a greater number of employees.

The Director of Environmental Resources is opposed to this legislation. He feels that it would increase the length of time before employees know the ultimate impact of the RIF. In addition, the employee who is bumping may not be qualified to perform the job into which he/she is bumped, thereby requiring the need for additional training for development of new skills.

The following individuals expressed their support for the legislation:

John Bartlett	-	President, FOP #89
Archer Blackwell	-	AFSCME Council 67
Joyce Stafford	-	President of Police Civilian Employees Association (PCEA)
Darryl Flick	-	Department of Environmental Resources
Thomas Colbert	-	Department of Family Services.

A precise fiscal note on CB-23-1998 cannot be ascertained at this time since the fiscal impact would depend heavily on the specific positions and classes of work involved. The enactment of this legislation will result in reduced savings per position and may result in the need to abolish additional positions to generate the necessary savings when implementing the RIF process.

BACKGROUND INFORMATION/FISCAL IMPACT

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

CODE INDEX TOPICS:**Personnel***Salary**Salary rate upon*Reallocation or displacement to a class with a lower grade..... 16-133

Reemployment 16-137

*Employee Status**Upon*

Appointment 16-174

Nondisciplinary Separations

Separation - reduction-in-force 16-188

Definitions

Dismissal 16-102

Displacement 16-102Displacement Rights 16-102

Disposal field 22-101