

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

Meeting Date: 10/21/97

Reference No.: CB-65-1997

Proposer: Maloney

Draft No.: 2

Sponsors: Maloney

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, and generally relating to reductions in force

Drafter: Ralph E. Grutzmacher
Legislative Officer

Resource Personnel: Andrew D. Epplemann
Legislative Aide

LEGISLATIVE HISTORY:

Date Presented: ___/___/___

Executive Action: ___/___/___

Committee Referral: 5/22/97 PSFM

Effective Date: ___/___/___

Committee Action: 6/5/97 HELD

Committee Action: 7/3/97 HELD

Committee Action: 9/14/97 HELD

Committee Action: 9/25/97 HELD

Committee Action: 10/16/97 FAV(A)

Date Introduced: 5/22/97

Pub. Hearing Date: 6/17/97 1:30 P.M.

Council Action: (1) 11/25/97 FAILED

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

Pass/Fail: F

Remarks: _____

10/21/97: DR-2 substituted for DR-1; amendments considered substantive, requiring another public hearing.

6/17/97: Public hearing held; no action taken pending committee review.

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE REPORT Date: 10/16/97

Committee Vote: Favorable with amendments, 4-1, (In favor: Council Members Estepp, Gourdine, Maloney, Scott. Opposed: Wilson).

This bill was drafted to accommodate the objections to CB-40-1997 and included an Emergency clause in order for it to be effective before the beginning of the next budget year. It has been held in committee at the request of the sponsor since 6/5/97.

The Office of Personnel and Labor Relations (OPLR) opposes this legislation. Specifically, the restoration of displacement rights into lower classes of work eradicates earlier reforms to the RIF process that were established in CB-25-1995. OPLR will continue to seek other options for employees who are displaced as a result of a RIF, although the extent of RIF activity was not known.

The Office of Management and Budget could not provide a precise fiscal note on this legislation, since the impact would depend heavily on the specific positions and classes of work involved. The Director stated that the passage of this legislation would result in reduced savings per position and may result in the need to abolish additional positions to generate necessary savings.

The Legislative Affairs Officers said this bill would turn the clock back by causing a greater number of persons to be RIF'd during times of fiscal crisis.

During the committee worksession on 10/16/97, the bill was amended as follows:

Page 1, line 10: delete Emergency.

Page 9: delete lines 18-24. Line 25 delete: "on the date it becomes law" and insert:
"45 days after the date it becomes law"

There should not be any negative fiscal impact on the County as a result of enacting CB-65-1997.

BACKGROUND INFORMATION/FISCAL IMPACT
(Includes reason for proposal, as well as any unique statutory requirements)

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