

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

**Meeting Date:** 5/16/95

**Reference No.:** CR-18-1995

**Proposer:** County Executive

**Draft No.:** 1

**Sponsors:** Del Giudice

**Item Title:** To establish effective date of salary rate adjustments in conjunction with establishment & implementation of new Cyborg On-line Human Resource software system

**Drafter:** Barbara L. Holtz  
Office of Law

**Resource Personnel:** Richard Bradley  
Finance

**LEGISLATIVE HISTORY:**

**Date Presented:** \_\_\_/\_\_\_/\_\_\_

**Executive Action:** \_\_\_/\_\_\_/\_\_\_ \_\_\_

**Committee Referral:**(1) 4/4/95 PSFM

**Effective Date:** \_\_\_/\_\_\_/\_\_\_

**Committee Action:**(1) 5/1/95 FAV

**Date Introduced:** 4/4/95

**Pub. Hearing Date:** (1) \_\_\_/\_\_\_/\_\_\_ \_\_:\_\_\_ \_\_

**Council Action:** (1) 5/16/95 Adopted

**Council Votes:** AMc:A, DB:A, SD:A, JE:A, IG:A, WM:A, RVR:A, AS:A, MW:A

**Pass/Fail:** P

**Remarks:** \_\_\_\_\_

**PUBLIC SAFETY & FISCAL MANAGEMENT COMMITTEE REPORT**

**DATE:** 5/1/95

Committee Vote: Favorable, 5-0 (In Favor: Council Members Estep, Gourdine, Del Giudice, Maloney and Russell).

This Resolution will implement the effective date for all salary rate adjustments using the Cyborg payroll and human resource system. This system was purchased early last year to provide an integrated system for processing all payroll, position control and personnel information.

The Cyborg system provides that all salary rate adjustments will be calculated from the first day of the pay period in which the rate adjustment occurs.

If this legislation is approved, the Finance Officer will be able to prescribe a method of paying salary rate adjustments which is consistent with the current capabilities of the Cyborg system.

The adoption of CR-18-1995 will have a negative fiscal impact on the County in the approximate range of \$23,555 to \$211,996, related to compensation cost for one annual 3.5% merit increase for eligible employees.

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

This resolution will establish the effective date of salary rate adjustments.

**CODE INDEX TOPICS:**