

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**2017 Legislative Session**

Resolution No. CR-8-2017

Proposed by The Chairman (by request – County Executive)

Introduced by Council Members Lehman, Harrison, Turner, Davis, Glaros,  
Franklin, Taveras and Patterson

Date of Introduction March 7, 2017

**RESOLUTION**

1 A RESOLUTION concerning

2 Military Leave

3 For the purpose of amending the Salary Plan of the County to reflect the continuation of certain  
4 military leave benefits and the eligibility requirements for certain military leave benefits.

5 WHEREAS, pursuant to Section 903 of the Prince George’s County Charter and Section  
6 16-125(a) of the Prince George’s County Code, amendments to the County’s Salary Plan are to  
7 be submitted to the County Council in resolution form; and

8 WHEREAS, the County Executive has recommended that the Salary Plan be amended to  
9 reflect the continuation of certain military leave benefits; and

10 WHEREAS, Section 1017 of the Charter provides that a resolution has the force and effect  
11 of law of a temporary or administrative character; and

12 WHEREAS, the County Executive has authorized the Director of the Office of Human  
13 Resources Management of Prince George’s County to continue to provide a salary supplement  
14 and eligibility for continuation of health care benefits for County employees who are ordered to  
15 active duty in the National Guard of the United States or the Reserves as a result of the  
16 September 11, 2001 terrorist attacks, the resultant war on terrorism or other military action; and

17 WHEREAS, there are County employees in the National Guard of the United States or the  
18 Reserves who were ordered to active duty as a result of ongoing military action who are  
19 currently receiving benefits established by CR-10-2015; and

20 WHEREAS, the benefits authorized by CR-10-2015 will terminate on March 1, 2017  
21 without further action; and

22 WHEREAS, in answering the call to military action, County employees serving in the

1 National Guard and Reserves and their families continue to bear a strain that was unforeseen  
2 when this benefit was first established; and

3 WHEREAS, in light of the current state of military affairs, the County Executive has  
4 determined that a continuation of the military leave program should be made at this time.

5 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's  
6 County, Maryland, that the County Council hereby approves the continuation of the military  
7 leave health care benefits previously provided by CR-10-2015.

8 BE IT FURTHER RESOLVED that eligibility for the salary supplement benefit established  
9 by CR-10-2015 shall be continued such that employees shall be eligible to receive payment of a  
10 salary supplement equal to the difference between the employee's base rate of pay and the  
11 employee's base military rate of pay, without the exhaustion of the employee's annual, personal  
12 and compensatory leave balances.

13 BE IT FURTHER RESOLVED that the County Council hereby approves the following  
14 amendment to all Salary Schedules of the Salary Plan of the County, submitted and  
15 recommended by the County Executive:

16 Add the following language to each salary schedule:

17 "Any employee called up to active military service in response to the terrorist attacks on  
18 September 11, 2001, the resultant war on terrorism or other military action shall be eligible for  
19 the benefits set forth herein: Payment of a salary supplement equal to the difference between the  
20 employee's base rate of pay and the employee's base military rate of pay, without the exhaustion  
21 of the employee's annual, personal and compensatory leave balances. Eligibility for health care  
22 benefits to continue once the employee enters a leave without pay status with both the employer  
23 and the employee contributions of the premium being paid by the County."

24 BE IT FURTHER RESOLVED that the County shall provide funds for the salary  
25 supplement benefit as determined by the County Executive.

26 BE IT FURTHER RESOLVED that the military leave benefits established by this  
27 Resolution shall continue as established by CR-10-2015.

28 BE IT FURTHER RESOLVED that the benefits provided for by this Resolution shall  
29 expire two calendar years from the effective date of this Resolution.

30 BE IT FURTHER RESOLVED that this Resolution shall take effect on the date it is  
31 adopted and shall be effective on March 1, 2017.

Adopted this 7<sup>th</sup> day of March, 2017.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Derrick Leon Davis  
Chairman

ATTEST:

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Redis C. Floyd  
Clerk of the Council