

Prince George's County Council

Agenda Item Summary

Meeting Date: 9/18/2007
Reference No.: CR-058-2007
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Exum
Item Title: A Resolution amending Salary Schedule G to provide an increase in the minimum wage rate by six percent (6%) and maximum wage rate by seventeen percent (17%), effective July 1, 2007; a cost of living increase of two and one-half percent (2.5%), effective the first full pay period in July 2007; and other modified benefits for General Schedule employees

Drafter: Terry Bowen, Office of Human Resources Management
Resource Personnel: Donald E. Bridgeman, Office of Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	7/24/2007 - PSFM	Effective Date:	9/18/2007
Committee Action:	9/17/2007 - FAV		
Date Introduced:	7/24/2007		
Public Hearing:			
Council Action (1)	9/18/2007 - ADOPTED		
Council Votes:	MB:A, WC:A, SHD:A, TD:N, CE:A, DCH:A, TK:A, EO:A, IT:A		
Pass/Fail:	P		
Remarks:	Retroactively effective July 1, 2007		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

PUBLIC SAFETY & FISCAL MANAGEMENT

Date 9/17/2007

Committee Report, Favorable 4-0, (In favor: Councilmembers Knotts, Campos, Dean and Exum.)

This resolution will amend the salary Plan for Salary Schedule G, General Schedule Employees, by providing for a cost-of-living adjustment (COLA) of 2.5% for FY2008, a revised Min-Max pay rate, a decrease in employee contributions to the Supplemental Pension Plan and Social Security contributions.

Effective July 8, 2007, employees covered by Salary Schedule G will receive a 2.5% increase in their base hourly rate of pay.

Effective July 1, 2007, a revised Min-Max pay rate will increase the minimum pay rate by 6% and the maximum pay rate by 17%. This increase will minimize the disparity which has been created between Salary Schedule G and civilian Union Salary Schedules.

Effective with the pay period beginning July 8, 2007, the employee contribution rate to the Supplemental Pension

Plan is decreased from 3.34% to 3.08% of base pay.

The Social Security contribution reflects the current level of wages that are subject to the Social Security Fund (FICA-OASOI) contribution of 6.2% of the first \$97,500 and 1.45% for FICA-HI on all wages paid as of January 1, 2007.

As a result of CR-58-2007 the County's cost of the adjustment to the General Schedule Salary Plan for FY2008 will be as follows:

1. COLA: approximately \$2,600,000.
2. Min-Max Pay Rate Revision: approximately \$885,000.

The total fiscal impact on the County will be negative in the amount of approximately \$3,485,000.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan for Salary Schedule G – General Schedule Employees and provides a minimum wage rate adjustment of six percent (6%) and a maximum wage rate adjustment of seventeen percent (17%) on July 1, 2007. It also provides for a cost of living increase of two and one-half percent (2.5%) effective the first full pay period of July 2007 and other modified benefits for General Schedule employees. The Office of Management and Budget will provide the fiscal impact report.

The County Executive submitted the proposed salary plan amendments to the County Council on July 23, 2007. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before September 21, 2007, the salary plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
