

**COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND**  
**2020 Legislative Session**

Resolution No. CR-22-2020  
Proposed by The Council Chair (by request – County Executive)  
Introduced by Council Members Turner, Anderson-Walker, Davis, Dernoga, Franklin,  
Glaros, Harrison, Hawkins, Ivey, Streeter and Taveras  
Date of Introduction March 5, 2020

**RESOLUTION**

1 A RESOLUTION concerning

2 COVID-19 Hazard Pay and Compensatory Leave for

3 Employees Covered by Salary Schedule P

4 For the purpose of amending the Salary Plan of the County to reflect the terms of a recent  
5 agreement between Prince George's County, Maryland and Prince George's County Police  
6 Civilian Employees Association.

7 WHEREAS, the global pandemic Coronavirus ("COVID-19") continues to pose an  
8 imminent risk to the health, safety and welfare of Prince George's County residents; and

9 WHEREAS, emergency declarations issued at the federal, State and County level remain in  
10 effect; and

11 WHEREAS, COVID-19 continues to present economic and personnel challenges for the  
12 County; and

13 WHEREAS, the County Executive has recommended that the Salary Plan be amended to  
14 reflect the addition of COVID-19 Hazard Pay and compensatory leave for employees covered by  
15 Salary Schedule P; and

16 WHEREAS, pursuant to Section 903 of Article IX of the Prince George's County Charter  
17 and Section 16-125(a) of the Prince George's County Code, amendments to the County's Salary  
18 Plans are to be submitted to the County Council in resolution form; and

19 WHEREAS, Salary Schedule P, covering the period July 1, 2018 through June 30, 2020,  
20 was adopted by the County Council on October 23, 2018 with the passage of CR-59-2018; and

21 WHEREAS, the Salary Plan needs to be amended to reflect the terms of the recent  
22 agreement by and between Prince George's County, Maryland and the Prince George's County

1 Police Civilian Employees Association.

2 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's  
3 County, Maryland, that an amendment to Salary Schedule P, submitted and recommended by the  
4 County Executive on April 29, 2020, as set forth below, that modifies Section 9, Pay in Excess  
5 of Base Salary, be and the same is hereby approved:

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7 Add New Paragraph K to Section 9 of Salary Schedule P, which shall read as follows:

8 **K. COVID-19 HAZARD PAY AND COMPENSATORY LEAVE**

9 1. Essential employees that actually worked from March 20, 2020 through April 4, 2020  
10 will be entitled to receive one (1) hour of compensatory time for each regular hour worked  
11 during the emergency.

12 2. Essential Public Facing employees that report to work from April 5, 2020 through June  
13 28, 2020 will be entitled to receive a stipend in the amount \$350 per pay period. The  
14 stipend will be called the *COVID-19 Hazard Pay*. For an employee to receive the \$350  
15 COVID-19 Hazard Pay, an employee must work 75% of their scheduled hours. If an  
16 employee works less than 75% of their scheduled hours, the COVID-19 Hazard Pay shall be  
17 prorated accordingly. For purposes of clarity, an *essential public facing* employee is one  
18 who, during the performance of their assigned duties, must have substantial direct contact  
19 with the public and other employees thus increasing their risk of exposure to COVID-19.  
20 Telework hours do not qualify for this provision.

21 3. Public Safety Emergency Call Takers I/II/III, Public Safety Emergency Dispatchers  
22 I/II/III and Public Safety Emergency Shift Supervisors will be treated as essential public  
23 facing employees for purposes of Paragraph K, Section 9 of this Salary Schedule.

24 4. Essential Non-Public Facing employees that report to work from April 5, 2020 through  
25 June 28, 2020 will be entitled to receive \$200 per pay period of COVID-19 Hazard Pay.  
26 For an employee to receive the \$200 COVID-19 Hazard Pay, an employee must work 75%  
27 of their scheduled hours. If an employee works less than 75% of their scheduled hours, the  
28 COVID-19 Hazard Pay shall be prorated accordingly. For purposes of clarity, an *essential*  
29 *non-public facing* employee is one who, during the performance of their assigned duties,  
30 may have incidental contact with the public or other employees. Telework hours do not  
31 qualify for this provision.

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5. The COVID-19 Hazard Pay will start with the pay period beginning April 5, 2020, and continue until the County declaration of emergency is terminated, or June 28, 2020, whichever is earlier.

BE IT FURTHER RESOLVED that this Resolution shall take effect on the day it is adopted and shall be retroactively effective to March 20, 2020.

Adopted this 11th day of May, 2020.

COUNTY COUNCIL OF PRINCE  
GEORGE'S COUNTY, MARYLAND

BY: \_\_\_\_\_  
Todd M. Turner  
Council Chair

ATTEST:

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Donna J. Brown  
Clerk of the Council