

Prince George's County Council

Agenda Item Summary

Meeting Date: 11/12/2014
Reference No.: CB-057-2014
Draft No.: 2
Proposer(s): Turner, Davis, Franklin, Harrison, Lehman, Olson, Patterson, Toles
Sponsor(s): Turner, Davis, Franklin, Harrison, Lehman, Olson, Patterson, Toles
Item Title: An Act concerning Tuition Assistance Program for the purpose of revising the County's Tuition Assistance Program to provide additional educational benefits to further the development and growth of County employees; establishing a Tuition Assistance Fund; specifying the purposes and uses of the Fund; providing for the financing and administration of the Fund; and generally relating to tuition assistance.

Drafter: Colette R. Gresham, Legislative Officer
Resource Personnel: Tomeka C. Bumbry, Legislative Aide District 4

LEGISLATIVE HISTORY:

Date Presented:	7/8/2014	Executive Action:	12/3/2014 US
Committee Referral:	7/8/2014 - PSFM	Effective Date:	1/20/2015

Committee Action: 10/2/2014 - FAV

Date Introduced: 10/14/2014
Public Hearing: 11/12/2014 - 12:00 PM

Council Action (1) 11/12/2014 - ENACTED
Council Votes: WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A
Pass/Fail: P
Remarks:

AFFECTED CODE SECTIONS:

10-312, 10-313, 10-314, 10-315, 10-316, 16-210

COMMITTEE REPORTS:

Public Safety and Fiscal Management

Date 10/2/2014

Committee Vote: Favorable 5-0 (In Favor: Council Members Toles, Davis, Harrison, Lehman and Turner)

This bill will revise the Tuition Assistance Program ("Program") for full and part-time permanent merit and exempt status employees of the County Government. The bill provides for tuition reimbursement upon the successful completion of college-level courses attended at accredited institutions and related to the nature of the employee's duties, tasks, and responsibilities. The participating employee shall have worked for the County for at least one year; had no disciplinary action against them within the last year of employment and has a minimum performance evaluation of Satisfactory. The employee must maintain a 2.5 GPA and remain employed with the County for at least 2 years from the date of conclusion of the education program. The bill also establishes a non-lapsing Fund to provide for additional educational benefits that will further the career development and growth of all County employees and further the goals and objectives of the County Government.

Stephanye R. Maxwell, Director, Office of Human Resources Management, gave a brief overview of the history of the Program and the administrative procedures. The Committee discussed the County's ability to fund the Program in FY'15. There was also discussion on whether the GPA should be reduced to a 2.0 and if the Program should only apply to those employees working towards an undergraduate degree.

The Office of Law has reviewed this legislation and finds it to be in proper legislative form with no legal impediments to its enactment.

The enactment of CB-57-2014 will have a negative fiscal impact on the County to the extent that County funds are appropriated to the Tuition Assistance Fund.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

The County's Tuition Assistance Program ("Program") was established pursuant to CB-1-1976. The purpose of the Program was to provide tuition reimbursement to full- and part-time permanent status employees upon their successful completion of college-level courses attended at accredited institutions and related to the nature of such employee's duties, tasks, and responsibilities. The Program has not been funded since FY'94 when money was allocated to the Office of Personnel and Labor Relations in the amount of \$20,000. The proposed legislation will revise the Program, provide for additional criteria, and establish a non-lapsing Tuition Assistance Fund.

10/14/2014: Prior to introduction CB-57-2014 was amended as follows:

On page 2, line 14, after "(b)" insert "Full-time employees may receive up to Three Thousand Dollars (\$3,000) each per fiscal year and part-time employees may receive up to One Thousand Five Hundred Dollars (\$1,500) each per fiscal year for tuition assistance." and renumber the remaining subsections.

On page 2, line 19 delete "The employee shall also obtain and maintain a 2.5 GPA in their educational course work" and insert "All employees seeking tuition assistance shall successfully complete the educational course(s) in its entirety."

On page 2, line 22 after "Subsection (c)" delete "or fails to successfully complete the educational course in its entirety"

CB-57-2014 (DR-2) was introduced.

CODE INDEX TOPICS:

INCLUSION FILES:
