

Prince George's County Council

Agenda Item Summary

Meeting Date: 11/12/2014
Reference No.: CB-077-2014
Draft No.: 1
Proposer(s): County Executive
Sponsor(s): Franklin, Campos, Davis, Harrison, Olson, Toles, Turner
Item Title: An Act amending provisions of the Personnel Law so that the leave year for annual, sick, military and personal leave will be for a common period that will begin January 1 and end December 31, which is the same as the calendar year, and allow for leave to be taken in increments of one-quarter (1/4) hour

Drafter: Rhonda L. Weaver, Office of Human Resources Management
Resource Personnel: Jeffrey L. Steinour Sr, Office of Finance
Stephanye R. Maxwell, OHRM Director
Gail D. Francis, Finance Director

LEGISLATIVE HISTORY:

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|----------------------------|------------------|--------------------------|--------------|
| Date Presented: | 9/16/2014 | Executive Action: | 11/12/2014 S |
| Committee Referral: | 9/16/2014 - PSFM | Effective Date: | 12/30/2014 |

Committee Action: 10/2/2014 - FAV

Date Introduced: 10/7/2014
Public Hearing: 11/12/2014 - 12:00 AM

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:

16-220, 16-221, 16-223, 16-228

COMMITTEE REPORTS:

PUBLIC SAFETY AND FISCAL MANAGEMENT COMMITTEE

Date 10/2/2014

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

This bill will amend the provisions of the County's Personnel Law. The County is in the process of implementing its Enterprise Resource Planning (ERP) project which will improve business operations including Human Resources and Payroll. The Office of Finance is recommending that the present policies be simplified and structure common leave years for annual, sick, military and personal leave.

By amending the Personnel Law the calendar year will become the common leave period. This change in the common leave period to the calendar year will also alleviate confusion for County employees.

The proposed amendment to Section 16-220 and Section 16-221 will allow leave to be taken in one quarter (1/4) hour

increments which is now possible under the current reporting system.

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

The enactment of CB-77-2014 will not have an adverse or negative fiscal impact on the County.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This legislation will amend provisions of the Personnel Law within the County Code. The County is in the process of implementing its Enterprise Resource Planning (“ERP”) project, which will improve several core business operations, including human resources and payroll technology tools. As part of ERP, it is recommended to take advantage of new system functionality and structure the leave year for annual, sick, military and personal leave for a common period that will begin January 1 and end December 31, which is the same as the calendar year, and also to allow for leave to be taken in increments of one-quarter (1/4) hour.

There is no anticipated fiscal impact as employees will continue to accrue the same amount of leave as currently provided under the Personnel Law.

CODE INDEX TOPICS:

INCLUSION FILES:
