

Prince George's County Council

Agenda Item Summary

Meeting Date:	7/24/2013
Reference No.:	CR-068-2013
Draft No.:	2
Proposer(s):	County Executive
Sponsor(s):	Campos, Davis, Franklin, Lehman, Olson, Patterson, Turner, Toles
Item Title:	A Resolution to amend the Salary Plan, Salary Schedule G, for General Schedule employees effective July 1, 2013, through June 30, 2014

Drafter:	Rhonda L. Weaver, Esq., Human Resources Management
Resource Personnel:	Stephanie R. Maxwell Esq. CPM, Human Resources Management

LEGISLATIVE HISTORY:

Date Presented:		Executive Action:	
Committee Referral:	7/9/2013 - PSFM	Effective Date:	7/24/2013
Committee Action:	7/11/2013 - FAV(A)		
Date Introduced:	7/9/2013		
Public Hearing:			
Council Action (1)	7/24/2013 - ADOPTED		
Council Votes:	WC:A, DLD:A, MRF:A, AH:A, ML:A, EO:A, OP:A, IT:A, KT:A		
Pass/Fail:	P		
Remarks:	Retroactive to July 1, 2013		

AFFECTED CODE SECTIONS:

COMMITTEE REPORTS:

Public Safety and Fiscal Management Committee

Date 7/11/2013

REPORT: Committee Vote: Favorable as Amended 3-0 (In favor: Council Members Toles, Franklin, and Harrison)

This resolution will amend the Salary Plan for Salary Schedule G, covering 1,595 General Schedule employees for FY 2014. This Salary Plan includes the following modifications:

1. Wages

a. Cost of Living Adjustment (COLA) – all employees covered by this Salary Plan (with the exception of certain exempt employees) will receive a 2.5% increase to their base wages effective August 25, 2013 and March 9, 2014. These employees will forgo merit increases in Fiscal Year 2014.

b. Employees in certain exempt positions will receive merit-based increases as determined by the Chief Administrative Officer. These employees will forgo COLA increases in Fiscal Year 2014.

2. County Compensatory Leave – Employees who are entitled to earn County overtime pay may elect to earn compensatory leave in lieu of overtime pay.

3. Group Health Insurance – The contribution cost split that currently exists between the County and employees for medical, vision and prescription coverage will continue for calendar year 2014.

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

The legislation was amended on page 13, Section 3 A (1) Wages after “2” insert “and the exempt employees in the Offices of County Council Members”.

The adoption of CR-68-2013 will have a negative fiscal impact on the County of approximately \$2,869,900.

BACKGROUND INFORMATION/FISCAL IMPACT:

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

This Resolution amends the Salary Plan for General Schedule Employees with the following modifications: scheduled pay rates, cost of living adjustments (with the exception of certain exempt employees), merit increases for certain exempt employees, overtime pay and compensatory leave changes to reflect current practices, group health insurance, added language regarding special compensation for construction standards inspectors and related classes of work, and the deletion of obsolete language regarding maximum accumulation of leave and health care flexible spending accounts.

The proposed salary plan amendments were submitted to the County Council by the County Executive on July 2, 2013. Pursuant to Section 903 of the Charter, if the Council fails to take final action on the proposed salary plan before September 1, 2013, the salary

plan shall stand approved.

CODE INDEX TOPICS:

INCLUSION FILES:
