

COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND
2021 Legislative Session

Resolution No. CR-68-2021

Proposed by The Chair (by request – County Executive)

Introduced by Council Members Hawkins, Franklin, Davis, Harrison, Turner, Ivey,
Dernoga, Streeter, Taveras, Glaros and Anderson-Walker

Date of Introduction June 15, 2021

RESOLUTION

1 A RESOLUTION concerning

2 Military Leave

3 For the purpose of amending the Salary Plan of the County to reflect the continuation of certain
4 military leave benefits and the eligibility requirements for certain military leave benefits.

5 WHEREAS, pursuant to Section 903 of the Prince George’s County Charter and Section
6 16-125(a) of the Prince George’s County Code, amendments to the County’s Salary Plan are to
7 be submitted to the County Council in resolution form; and

8 WHEREAS, the County Executive has recommended that the Salary Plan be amended to
9 reflect the continuation of certain military leave benefits; and

10 WHEREAS, Section 1017 of the Charter provides that a resolution has the force and effect
11 of law of a temporary or administrative character; and

12 WHEREAS, the County Executive has authorized the Director of Human Resources
13 Management of Prince George’s County to continue to provide a salary supplement and
14 eligibility for the continuation of health care benefits for County employees who are ordered to
15 active duty in the National Guard of the United States or the Reserves as a result of the
16 September 11, 2001 terrorist attacks, the resultant war on terrorism or other military action; and

17 WHEREAS, there are County employees who were ordered to active duty in the National
18 Guard of the United States or the Reserves as a result of ongoing military action who are
19 currently receiving benefits established by CR-19-2019; and

20 WHEREAS, the benefits authorized by CR-19-2019 terminated on March 1, 2021 without
21 further action; and

22 WHEREAS, in answering the call to military action, County employees serving in the

1 National Guard and Reserves and their families continue to bear a strain that was unforeseen
2 when this benefit was first established; and

3 WHEREAS, in light of the current state of military affairs, the County Executive has
4 determined that a continuation of the military leave program should be made at this time.

5 NOW, THEREFORE, BE IT RESOLVED by the County Council of Prince George's
6 County, Maryland, that the continuation of the military leave health care benefits previously
7 provided by CR-19-2019 are hereby approved.

8 BE IT FURTHER RESOLVED that eligibility for the salary supplement benefit established
9 by CR-19-2019 shall be continued such that employees shall be eligible to receive payment of a
10 salary supplement equal to the difference between the employee's base rate of pay and the
11 employee's base military rate of pay, without the exhaustion of the employee's annual, personal
12 and compensatory leave balances.

13 BE IT FURTHER RESOLVED that the County Council hereby approves the following
14 amendment to all Salary Schedules of the Salary Plan of the County, submitted and
15 recommended by the County Executive:

16 The following language is hereby included in each Salary Schedule:

17 "Any employee called up to active military service in response to the terrorist attacks on
18 September 11, 2001, the resultant war on terrorism or other military action shall be eligible for
19 the benefits set forth herein: Payment of a salary supplement equal to the difference between the
20 employee's base rate of pay and the employee's base military rate of pay, without the exhaustion
21 of the employee's annual, personal and compensatory leave balances. Eligibility for health care
22 benefits to continue once the employee enters a leave without pay status with both the employer
23 and the employee contributions of the premium being paid by the County."

24 BE IT FURTHER RESOLVED that the County shall provide funds for the salary
25 supplement benefit as determined by the County Executive.

26 BE IT FURTHER RESOLVED that the military leave benefits established by this
27 Resolution shall continue as established by CR-19-2019.

28 BE IT FURTHER RESOLVED that the benefits provided for by this Resolution shall
29 expire on March 1, 2023.

30 BE IT FURTHER RESOLVED that this Resolution shall take effect on the date it is
31 adopted and shall be retroactively effective to March 1, 2021.

Adopted this 6th day of July, 2021.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Calvin S. Hawkins, II
Chair

ATTEST:

Donna J. Brown
Clerk of the Council