

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

Bill No. CB-32-2020

Chapter No. 29

Proposed and Presented by The Chair (by request – County Executive)

Introduced by Council Members Turner, Streeter, Glaros, Davis, Hawkins, Dernoga,
Harrison, Taveras and Ivey

Date of Introduction June 23, 2020

BILL

1 AN ACT concerning

2 Personnel Law

3 For the purpose of amending provisions of the Personnel Law relating to the contents of
4 promotional or recruitment announcements by providing the Office of Human Resources
5 Management, in collaboration with the County departments and agencies the autonomy to
6 determine the timeframe to post a position announcement, and relating to certain provisions for
7 sick and safe leave.

8 BY repealing and reenacting with amendments:

9 SUBTITLE 16. PERSONNEL.
10 Sections 16-154, 16-221
11 The Prince George's County Code
12 (2019 Edition).

13 BY adding:

14 SUBTITLE 16. PERSONNEL.
15 Section 16-221.03,
16 The Prince George's County Code
17 (2019 Edition).

18 SECTION 1. BE IT ENACTED by the County Council of Prince George's County,
19 Maryland, that Section 16-154 and 16-221 of the Prince George's County Code be and the same
20 are hereby repealed and reenacted with the following amendments:

21 **SUBTITLE 16. PERSONNEL.**

DIVISION 6. COMPETITIVE EXAMINATIONS.

Sec. 16-154. - Contents and distribution of promotional and recruitment examination announcements.

(a) Contents. In addition to such information as the Director of Human Resources Management may deem as necessary or appropriate, each announcement of a competitive promotional or recruitment examination, as provided above, shall include the following information:

* * * * *

(4) An identification of where, when, and in what format an applicant must respond to said announcement. The closing date for applicant submissions shall [not be earlier than fourteen (14) calendar days after the effective date of the issuance of the examination announcement] be in accordance with established personnel procedures; and

(5) The date of merger on and the duration of, the eligibility register as derived from the examination.

* * * * *

DIVISION 17. LEAVE.

Sec. 16-221. – Sick leave.

* * * * *

(e) Granting of Sick Leave.

(1) Subject to the provisions of Subsection (f), below, an employee shall be entitled to use earned sick leave for any one (1) of the following reasons:

(D) Illness or serious health condition of, or to obtain medical care for, the employee's family member. The term “family” shall include the employee’s spouse, [parent, mother- or father-in-law, grandchild, grandparent; or child (including biological, adopted, foster, stepchild, or legal ward)] mother- or father-in-law, child (biological, adopted, foster, stepchild, legal ward or child from whom the employee stands in loco parentis regardless of the child’s age), parent (employee’s legal guardian or an individual who acted as a parent or stood in loco parentis to the employee when the employee was a minor), grandparent, grandchild, and siblings that require[s] care by the employee during normal work hours;

* * * * *

(H) Due to domestic violence, sexual assault, or stalking committed against the

1 employee or the employee’s family member and the leave is being used for the following:

2 (i) By the employee to obtain preventive medical care for the employee or
3 employee’s family member;

4 (ii) Medical or mental health attention that is related to the domestic
5 violence, sexual assault, or stalking;

6 (iii) Services from a victim services organization related to the domestic
7 violence, sexual assault, or stalking;

8 (iv) Legal services or proceedings related to or resulting from the domestic
9 violence, sexual assault, or stalking; or,

10 (v) During the time the employee has temporarily relocated due to the
11 domestic violence, sexual assault, or stalking.

12 * * * * *

13 SECTION 2. BE IT FURTHER ENACTED by the County Council of Prince George's
14 County, Maryland, that Section 16-221.03 of the Prince George's County Code be and the same
15 is hereby added:

16 **SUBTITLE 16. PERSONNEL.**

17 **DIVISION 17. LEAVE.**

18 **Sec. 16-221.03. – Sick and Safe Leave.**

19 Limited-Term Grant-Funded (LTGF) employees, Personal Services Agreement (PSA)
20 employees, Temporary/Seasonal and Temporary/Provisional employees are entitled to earn forty
21 (40) hours of Sick and Safe Leave in a year pursuant to the Maryland Healthy Working Families
22 Act of 2018, and in accordance with established personnel procedures.

23 * * * * *

24 SECTION 3. BE IT FURTHER ENACTED that the provisions of this Act are hereby
25 declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph,
26 sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of
27 competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining
28 words, phrases, clauses, sentences, subparagraphs, paragraphs, subsections, or sections of this
29 Act, since the same would have been enacted without the incorporation in this Act of any such
30 invalid or unconstitutional word, phrase, clause, sentence, paragraph, subparagraph, subsection,
31 or section.

1 SECTION 4. BE IT FURTHER ENACTED that this Act shall take effect forty-five (45)
2 calendar days after it becomes law.

Adopted this 21st day of July, 2020.

COUNTY COUNCIL OF PRINCE
GEORGE'S COUNTY, MARYLAND

BY: _____
Todd M. Turner
Council Chair

ATTEST:

Donna J. Brown
Clerk of the Council

APPROVED:

DATE: _____ BY: _____
Angela D. Alsobrooks
County Executive

KEY:
Underscoring indicates language added to existing law.
[Brackets] indicate language deleted from existing law.
Asterisks *** indicate intervening existing Code provisions that remain unchanged.

* * * * *