

Resolution No.:	<u>20-94</u>
Introduced:	<u>March 21, 2023</u>
Adopted:	<u>March 28, 2023</u>

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: County Council

SUBJECT: Resolution to approve [or disapprove] a Memorandum of Agreement regarding Nurse Retention, between the Montgomery County Government and the United Food and Commercial Workers, Local 1994, Municipal & County Government Employees Organization (MCGEO), dated February 27, 2023

Background

1. Section 511 of the County Charter authorizes the County Council to provide by law for collective bargaining, with arbitration or other impasse resolution procedures, with authorized representatives of County government employees.
2. Chapter 33, Article VII of the County Code implements Section 511 of the Charter and provides for collective bargaining by the County Executive with the certified representatives of County employees, and for review of the resulting contract by the County Council.
3. On February 27, 2023, the County entered into a Memorandum of Agreement (MOA) with MCGEO regarding retention bonuses for certain nurses working in the Department of Correction and Rehabilitation.
4. The anticipated fiscal impact of the MOA for FY2023 and FY2024 is \$34,100. The MOA sunsets, and has no further effect, on June 30, 2024.
5. Under Chapter 33, Article VII of the County Code, the County Council is required to indicate its intention regarding the appropriation of funds or any legislation or regulations required to implement collective bargaining agreements.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

For FY2023 and FY2024, the County Council intends to approve the implementation of the enclosed Memorandum of Agreement regarding Nurse Retention, between the Montgomery County Government and the United Food and

Commercial Workers, Local 1994, Municipal & County Government Employees Organization (MCGEO), dated February 27, 2023, with the following clarification:

During the term of the MOA, the retention bonus under the MOA may be paid only once each fiscal year per eligible employee.

This is a correct copy of Council action.


Judy Rupp, Clerk of the Council




OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich
County Executive

MEMORANDUM

March 7, 2023

TO: Evan Glass, President
Montgomery County Council

FROM: Marc Elrich, County Executive 

SUBJECT: MCGEO CBA 2020-2023, Third-Year Amendment, DOCR Nurse Retention Bonus

Attached for your information is the Memorandum of Agreement resulting from negotiations between the Montgomery County Government and the United Food and Commercial Workers, Local 1994, Municipal & County Government Employees Organization (MCGEO). This agreement is an amendment to the parties current collective bargaining agreement and authorizes an annual lump sum retention bonus of \$2,200 for all bargaining unit employees who are merit, Correctional Health Nurses, Nurse Practitioners or Licensed Practical Nurses working in the Department of Correction and Rehabilitation (DOCR). DOCR has sufficient funds to pay this bonus in the budget previously approved by Council thus no additional appropriations are necessary.

ME:jh

Enclosure

cc: Richard S. Madaleno, Chief Administrative Officer
Traci Anderson, Director, Office of Human Resources
Jennifer Bryant, Director, Office of Management and Budget
Jennifer Harling, Chief Labor Relations Officer, Office of Labor Relations
John Markovs, County Attorney, Office of the County Attorney

MEMORANDUM OF AGREEMENT (MOA)
BETWEEN
MONTGOMERY COUNTY GOVERNMENT
DEPARTMENT OF CORRECTION AND REHABILITATION
AND
UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1994, MUNICIPAL AND
COUNTY
GOVERNMENT EMPLOYEES' ORGANIZATION

The following agreement is entered into between Montgomery County Government, Department of Correction and Rehabilitation (DOCR) and United Food and Commercial Workers, Local 1994, Municipal and County Government Employees Organization (MCGEO), (hereinafter referred to collectively as the Parties), concerning a retention bonus, for all bargaining unit employees who are merit, Correctional Health Nurses, Nurse Practitioner and Licensed Practical Nurses working in the Department of Correction and Rehabilitation (DOCR).

AGREEMENT

At the beginning of each first full pay period following July 1, 2022, all bargaining unit employees who are merit, Correctional Health Nurses, Nurse Practitioners or Licensed Practical Nurses working in the Department of Correction and Rehabilitation (DOCR) shall receive \$2,200 one-time, lump sum retention bonus payment after working (i.e., not on light duty, disability, extended leave or other leave status) for 75% (1560 hours) of the previous fiscal year. The retention bonus will not be added to the base salary. Any bargaining unit employee receiving the retention bonus must remain a merit, Correctional Health Nurse or Licensed Practical Nurse within DOCR for one year after receiving the bonus and must agree to repay a prorated amount of the total bonus to the employer if the bargaining unit member does not continue working as a nurse in DOCR for the entire 1-year period. Eligibility for the DOCR Nurses Retention Bonus will sunset on June 30, 2024.

Effective Date and Expiration

The provisions of this Agreement will take effect upon the execution of the last signature below and will remain in effect until June 30, 2024.

The terms of this Agreement do not constitute any precedent or practice and will not be admissible as evidence in any future proceeding, except to enforce the terms herein. This agreement becomes effective on the date of the last signature below.

Montgomery County Government

Jennifer Harling 10/14/22
Jennifer Harling Date
Chief Labor Relations Officer

Angela Talley 10/10/22
Angela Talley Date
Director, Department of Corrections
And Rehabilitation

for Richard S. Madaleno 2/27/23
Richard S. Madaleno Date
Chief Administrative Officer

Vlatka Tomazic 10/10/2022
Vlatka Tomazic Date
Office of County Attorney
(for form and legality)

MCCEO, Local 1994:

Gino Renne 10/5/22
Gino Renne Date
President