

Resolution No.:	<u>20-128</u>
Introduced:	<u>April 25, 2023</u>
Adopted:	<u>April 25, 2023</u>

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: Government Operations & Fiscal Policy Committee

SUBJECT: Collective Bargaining Agreement with Municipal & County Government
Employees Organization – Fiscal Year 2024

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 April 1, 2023, the County Executive resubmitted to the Council a collective bargaining agreement (the “Agreement”) between the County government and Municipal and County Government Employees Organization, UFCW, Local 1994 (“MCGEO”) for the term July 1, 2023 through June 30, 2026.
4. The Executive has identified the terms and conditions of the agreement that require or may require an appropriation of funds, fiscal impacts, or changes in any County law or regulation, for FY2024.
5. The County Council is required by law to indicate on or before May 1 its intention regarding the approval of terms or conditions that have fiscal impacts or that require regulatory or legislative changes. The Council may extend the May 1 deadline.

Action

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

- A. For FY2024, the County Council intends to **approve** the following provisions of the Agreement, which require an appropriation or may have increased fiscal impacts for FY2024 over FY2023:
1. *General wage adjustment.* The Agreement would require a 3% general wage adjustment beginning in January 2024, and a 3% general wage adjustment beginning in June 2024. The wage adjustments are expected to increase expenditures by \$7,678,972 in FY2024.
 2. *Service increments.* The Agreement would require a 3.5% service increment for eligible bargaining unit members on their anniversary dates, which are expected to result in an increase of \$4,906,891 in FY2024 expenditures over FY2023 expenditures.
 3. *Service increments for FY2012.* The Agreement would require a 3.5% service increment for all eligible bargaining unit members who would have been eligible to receive a service increment in FY12. This service increment is expected to result in an increase of \$546,957 in FY2024 expenditures over FY2023 expenditures.
 4. *Longevity step increments.* The Agreement would require a longevity step increment of 3.25% for eligible employees on the OPT/SLT salary schedules when they are at the maximum of their pay grade and have completed 16, 20, and 25 years of service. Eligible employees on the Correctional Officers or Deputy Sheriff Uniform Salary Schedule who are at the maximum of their pay grade would be eligible for a longevity step increase of 3.5% when they have completed 16, 20, and 25 years of service. These step increments are expected to result in an increase of \$4,056,783 in FY2024 expenditures over FY2023 expenditures.
 5. *Seasonal employees.* For seasonal employees, the Agreement would adjust the salary schedule and require a \$1.05 wage increase in FY2024. The anticipated fiscal impact for FY2024 is an increase of \$560,438 in expenditures.
 6. *Shift Differential.* The Agreement would increase the shift differential that applies to work shifts beginning on or after 8:00 p.m. and before 5:59 a.m. from \$1.42 to \$1.55 per hour. The shift differential that applies to work shifts beginning on or after 8:00 p.m. and before 5:59 a.m. would increase from \$1.87 to \$2.00 per hour. The anticipated fiscal impact of the increased shift differentials is \$601,956 for FY2024 over FY2023.

7. *Multilingual Pay.* The Agreement would increase multilingual pay by \$1.00 per hour for employees who successfully complete multilingual recertification. The anticipated fiscal impact is \$812,873 for FY2024 over FY2023.
8. *Training Pay Differential.* The Agreement would increase from \$3.25 to \$4.25 per hour the training pay differential for certain employees who are assigned to train other employees. The anticipated fiscal impact is \$44,651 for FY2024 over FY2023.
9. *Meal Allowance.* The Agreement would increase the permissible meal allowance from \$10 to \$17. The anticipated fiscal impact is \$2,000 for FY2024 over FY2023.
10. *Transit Subsidy.* The Agreement would increase from \$265 to \$285 per month the subsidy for public transportation, commuter raid, or van pools through the County Get-In Program. The anticipated fiscal impact is \$24,000 for FY2024 over FY2023.
11. *Holiday Pay.* The Agreement would adjust holiday pay for eligible part-time employees, increasing expenditures by \$259,351 in FY2024.
12. *Retiree Vision Insurance.* The Agreement would provide eligible retirees with access to a fully insured vision plan. The anticipated fiscal impact for FY2024 is \$87,756.
13. *Sheriff's Office.* For eligible employees of the Sheriff's Department:

The Agreement would increase the clothing allowance from \$1388 to \$1450. The anticipated fiscal impact for FY2024 would be an increase in expenditures of \$16,800.

The Agreement would increase: the shoe allowance for non-uniformed employees from \$105 to \$130; and the shoe allowance for deputies from \$125 to \$150. The fiscal impact of increasing the shoe allowances is anticipated to be \$3,750 for FY2024.

The Agreement would provide lump sum fitness incentive payments ranging between \$350 and \$600, with an anticipated fiscal impact of \$38,350.

The Agreement would require the County to fund 20 additional vehicles for the Sheriff's Office in FY2024. The anticipated increase in expenditures for FY2024 is \$1,200,000.

14. *Department of Health and Human Services.* The Agreement would provide eligible Community Service Aides with a \$1,500 yearly stipend. The anticipated fiscal impact for FY2024 is an increase in expenditures of \$16,148.
15. *Department of Transportation.* The Agreement would require the provision of, or reimbursement for, certain apparel and boots for eligible bus operators, transit coordinators, motor pool attendants, and other Department of Transportation personnel. The estimated fiscal impact for FY2024 is an increase in expenditures of \$5,000.
16. *Police Department.* The Agreement would increase the shoe/boot allowance for eligible crossing guards and crime lab employees. The allowance would be \$150 per year. The anticipated increase in expenditures for FY2024 is \$31,000.
17. *Department of Correction and Rehabilitation.* For eligible employees of the Department of Correction and Rehabilitation:

The Agreement would increase the hourly differential for nurses identified as charge nurses from \$1.75 to \$2.75. The anticipated fiscal impact is \$18,860 in additional expenditures for FY2024.

The Agreement would increase from \$1,200 to \$1,800 the annual stipend provided to emergency response team members. The Agreement would require the provision of an annual stipend of \$1,200 to critical incident support members. The anticipated fiscal impact of increasing the stipends is an increase in expenditures of \$34,233 in FY2024.

The Agreement would increase shoe reimbursements for resident supervisors from \$145 to \$150. The estimated fiscal impact for FY2024 is an increase in expenditures of \$1,750.

18. *Reservation Cost Reimbursements.* The Agreement would increase the amount that an employee could be reimbursed if they must cancel travel to meet staffing needs. The fiscal impact is indeterminate.
19. *Unscheduled Overtime.* The Agreement would provide for overtime pay when an employee is required to work during pre-scheduled leave. The fiscal impact is indeterminate.


B. Contingent upon the enactment of Expedited Council Bill 20-23, the Council intends to **approve** FY2024 funding for alterations to retirement eligibility and benefits under Sections 41 and 44 of the Agreement, including:

1. amending Group E and Group J eligibility to include certain public safety emergency communications personnel;
2. providing credited service adjustments for certain military service;
3. adjusting pension multipliers for Group E and Group J; and
4. altering the disability benefits plan.

The estimated fiscal impacts of these retirement changes for FY2024 are: \$1,279,163 for increasing pension multipliers; \$157,397 for expanding eligibility; and \$134,758 for providing credit for military service.

- C. For FY2024, the County Council intends to **approve** any provision of the Agreement:
1. that the Council approved for a prior fiscal year; and
 2. for which the Executive has not identified an increased fiscal impact for FY2024 over FY2023.

This is a correct copy of Council action.



Judy Rupp, Clerk of the Council