

*Clerks Note: Amended by resolution #19-1444, adopted November 15, 2022.*

Resolution No.:	<u>19-358</u>
Introduced:	<u>February 4, 2020</u>
Adopted:	<u>February 11, 2020</u>

**COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND**

---

Lead Sponsor: Council Vice President Hucker  
Co-Sponsors: Councilmembers Glass and Jawando

---

**SUBJECT:** Authorizing the creation of non-merit staff positions in an individual Councilmember Office

**Background**

1. Each Councilmember currently has a non-merit chief of staff. All other employees in a Councilmember's Office are either a term merit employee or a contract employee.
2. On November 6, 2018, the voters approved a Charter amendment with over 55% of the vote that authorizes individual Councilmembers to hire additional employees as non-merit aides.

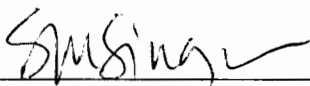
**Action**

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

- (1) Each Councilmember must appoint a chief of staff and may appoint one or more legislative aides.
- (2) The chief of staff must be a non-merit employee.
- (3) Each Councilmember may appoint one or more legislative aides as a non-merit employee.
- (4) Each Councilmember must supervise the chief of staff and the chief of staff must supervise the legislative aides the Councilmember appoints.
- (5) Each non-merit employee in the Legislative Branch must be provided with:
  - (a) the group insurance benefits provided to merit system employees;
  - (b) the retirement benefits provided to non-public safety merit system employees; and

- (c) the annual leave, sick leave, holiday leave, FMLA leave, parental leave, administrative leave, military leave, and personnel days provided to merit system employees.
- (6) A merit system employee who occupies a position which this Resolution converts to a non-merit position on the date this Resolution takes effect retains all merit system rights until:
  - (a) the employee leaves the position through transfer, promotion, demotion, retirement, or other separation from service; or
  - (b) for a term merit employee, the end of the term.

This is a correct copy of Council action.



---

Selena Mendy Singleton, Esq.  
Clerk of the Council