

COUNCIL COMING ATTRACTIONS



Week of July 18, 2016

Proposed Charter Amendments, Enhancements to Silver Spring Library,
Minimum Wage & Family Leave Policies



Council Coming Attractions is a summary of some of the issues before the Council. All Council staff reports and additional information on each item scheduled for Council or Committee review can be viewed at: <http://www.montgomerycountymd.gov/council/packet/index.html>.

Also the Council meeting schedule may change from time to time. The current Council agenda can always be viewed at:

http://www.montgomerycountymd.gov/council/resources/files/agenda/col/current_agenda.pdf.

- 🗓️ On July 19, the Council Session is scheduled to begin at 9:15 a.m. with an interview of County Executive appointment Alexandre Espinosa, director, Department of Finance.
- 🗓️ At 10:35 a.m. Council President Floreen will present a proclamation recognizing July as Parks and Recreation Month.

Other Council Highlights

- 🗓️ **Proposed Charter Amendments and Recommendations of Charter Review Commission**
The Council will hold a worksession on proposed County Charter amendments. At this worksession, Councilmembers will tentatively indicate whether the Council wishes to place the amendment recommended by the Charter Review Commission or any other Council-initiated Charter amendments on the November ballot. Formal Council action on a resolution to place Charter amendments on the November ballot is tentatively scheduled for August 2. The resolution will include any amendments the Council decides to place on the ballot, along with

ballot language for amendments that have *already qualified* by petition. The staff report can be viewed at:

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=149&event_id=4562&meta_id=124658 .

The following issues will be up for review:

- Special election to fill County Executive vacancy.
- Term limits for the County Executive and Councilmembers.

 Amendment to the County Government's FY17-22 Capital Improvements Program, Department of Recreation - Cost Sharing - Levine School of Music Enhancements to Silver Spring Library
The Council is scheduled to hold a public hearing and vote on this CIP amendment. The staff report can be viewed at:

http://montgomerycountymd.granicus.com/MetaViewer.php?view_id=149&event_id=4562&meta_id=124666 .

The County Executive recommends amending the FY17-22 Capital Improvements Program for Cost Sharing (No. 720601) in the amount of \$147,000. This amendment is needed to fund an enhanced buildout of the second floor of the Silver Spring Library by Levine Music, Inc. Funds have already been appropriated by the Council in prior years.

- A speedy implementation of the project is needed so the Levine School of Music can open for the school year this fall and to allow the organization to address additional sound-proofing enhancements.
- The Department of Public Libraries supports these enhancements.
- The recommended amendment is consistent with the criteria for amending the CIP because it leverages significant non-County funding sources.
- The amendment also implements the Arts and Humanities Council's recommendations for FY17 Emergency Capital Improvement Grants for the Arts and Humanities.

Committee Highlights

 Health and Human Service Delivery in the East County

The HHS Committee will meet on July 18 at 9:30 a.m. to continue its discussion of Health and Human Services delivery in East County. Enhanced infrastructure is needed to facilitate services for residents in this area of the County. The staff report can be viewed at:

http://www.montgomerycountymd.gov/council/Resources/Files/agenda/cm/2016/160718/20160718_HHS1.pdf

 Bill 12-16, Human Rights and Civil Liberties - County Minimum Wage - Amount-Annual Adjustment

The Committee will continue its review of Bill 12-16. The Lead Sponsor is Councilmember Elrich and the cosponsors are Councilmembers Leventhal, Riemer, Navarro and Hucker. The staff report that identifies the issues that remain to be discussed by the Committee can be viewed at:

http://www.montgomerycountymd.gov/council/Resources/Files/agenda/cm/2016/160718/20160718_HHS2.pdf .

Another Committee session will be scheduled this fall to cover the information requested by Committee members on a variety of issues including:

- demographic and geographic information about low income earners;
 - cost of living data;
 - County programs offered to residents who need economic assistance; and
 - economic effects experienced since the Council enacted Bill 27-13 to raise the minimum wage.
- Bill 12-16 would: increase the County minimum wage; require the Chief Administrative Officer to adjust the County minimum wage rate each year; and generally amend the laws governing the minimum wage.
- Bill 12-16 would extend the incremental increases set in County law to go up to \$15.00 per hour effective July 1, 2020. Under the bill's transition provisions, the County minimum wage would increase to \$12.50 in 2018, \$13.75 in 2019, and \$15.00 in 2020.

- Additionally, the Bill would require, beginning in 2021, annual adjustments to the minimum wage by the annual average increase, if any, in the Consumer Price Index for urban wage earners and clerical workers for the previous calendar year.
- In 2013, the Council enacted Bill 27-13, which established a County minimum wage for private sector employees working in the County, unless the state or federal minimum wage is higher. The County minimum wage law has been amended twice since being established by Bill 27-13. Bill 59-14 modified some of the effective dates for increases. Bill 24-15 modified the method for calculating the “tip credit” allowed to employers of tipped employees.
- The County minimum wage established under Bill 27-13, as amended, is phased in over several years. The rate was set at \$8.40 per hour effective October 1, 2014, and increased to \$9.55 per hour on October 1, 2015. It increased to \$10.75 on July 1 of this year, and will go to \$11.50 per hour on July 1, 2017.

Family Leave Policies for County Government

The GO Committee will meet on July 21 at 9:30 a.m. to continue its discussion of family leave policies for County Government. The staff report will be available on July 19. This meeting will follow up on issues from the Committee’s February briefing on family leave. The Committee reviewed the categories of leave the County provides to its employees and discussed the impacts associated with potentially creating a new category of leave for employees.

- The Family and Medical Leave Act entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to twelve workweeks of leave in a 12-month period.

FY17 Salary Scheduled for Non-Merit County Government Employees

The Committee will also review the Executive’s proposed FY17 salary schedule for non-merit County Government employees. The staff report will be available on July 19.

- Bill 51-15, Non-merit Employees - Salary Schedule - Established, was enacted by the Council in March. The lead sponsor was Councilmember Leventhal. Councilmembers Elrich and Rice were co-sponsors.
- The law requires the Executive to propose a salary schedule for heads of departments and principal offices, and other non-merit employees in the Executive Branch for approval by the Council as part of the annual operating budget for the County Government. The Council recommends and approves the salary schedule for non-merit employees in the Legislative Branch.
- Non-merit employees will be paid a salary within the appropriate salary schedule. The Executive is also permitted to exceed the salary schedule established for an individual employee, subject to Council approval, if the Executive finds that it is necessary to attract or retain a senior leader for a specific position.
- On June 28 Councilmember Leventhal distributed a memorandum asking for further evaluation of several issues including the following:
 - ✓ how the recommended salary schedule was constructed;
 - ✓ which positions belong in which grade; and
 - ✓ the appropriate salary schedule for non-merit employees in the Legislative Branch.