

Expedited Bill No. 12-05  
Concerning: Personnel – Salary  
Schedules  
Revised: June 23, 2005 Draft No. 3  
Introduced: May 26, 2005  
Enacted: June 28, 2005  
Executive: July 10, 2005  
Effective: July 10, 2005  
Sunset Date: None  
Ch. 9, Laws of Mont. Co. 2005

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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By: Council President at the Request of the County Executive

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**AN EXPEDITED ACT to:**

- (1) modify the uniform salary plan for County employees to include salary schedules for sworn deputy sheriff managers and uniformed correctional managers;
- (2) establish factors on which the Chief Administrative Officer must base any recommended amendment to these salary schedules;
- (3) exclude certain occupational classes from a requirement that all occupational classes be paid certain comparable salaries; and
- (4) generally amend the law governing salary schedules for County employees.

By amending

Montgomery County Code  
Chapter 33, Personnel and Human Resources  
Section 33-11

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*



- 23 (B) [police] County collective bargaining agreements that  
24 establish the pay and benefits of police officers;
- 25 (C) other pay and benefits available to police management;
- 26 (D) availability of funds; and
- 27 (E) any other relevant factors.
- 28 (9) The Chief Administrative Officer must base any recommendation  
29 to amend the fire/rescue management salary schedule on:
- 30 (A) fire/rescue management salary rates in neighboring  
31 jurisdictions;
- 32 (B) [fire/rescue] County collective bargaining agreements that  
33 establish the pay and benefits of uniformed fire/rescue  
34 employees;
- 35 (C) other pay and benefits available to fire/rescue  
36 management;
- 37 (D) availability of funds; and
- 38 (E) any other relevant factors.
- 39 (10) The Chief Administrative Officer must base any recommendation  
40 to amend the sworn deputy sheriff management salary schedule  
41 on:
- 42 (A) salary rates of sworn deputy sheriff managers in  
43 neighboring jurisdictions;
- 44 (B) County collective bargaining agreements that establish the  
45 pay and benefits of deputy sheriffs;

16 (C) other pay and benefits available to sworn deputy sheriff  
47 managers;

48 (D) availability of funds; and

49 (E) any other relevant factors.

50 (11) The Chief Administrative Officer must base any recommendation  
51 to amend the uniformed correctional management salary schedule  
52 on:

53 (A) salary rates of uniformed correctional managers in  
54 neighboring jurisdictions;

55 (B) County collective bargaining agreements that establish the  
56 pay and benefits of correctional officers;

57 (C) other pay and benefits available to uniformed correctional  
58 managers;

59 (D) availability of funds; and

60 (E) any other relevant factors.

61 [(10)] (12) The Chief Administrative Officer must ensure that  
62 all occupational classes[, except those on the minimum  
63 wage/seasonal salary schedule, police management salary  
64 schedule, fire/rescue management salary schedule, sworn deputy  
65 sheriff management salary schedule, uniformed correctional  
66 management salary schedule, deputy sheriffs salary schedule,  
67 police bargaining unit salary schedule, fire/rescue bargaining unit  
68 salary schedule, and Management Leadership Service salary  
9 schedule, [involving]]] that require comparable experience and

70 have comparable duties, [experience,] responsibilities, and  
71 authority are paid comparable salaries that reflect the relative  
72 value of the services performed, except occupational classes on  
73 the salary schedules for:

74 (A) sworn police managers;

75 (B) uniformed fire/rescue managers;

76 (C) sworn deputy sheriff managers;

77 (D) uniformed correctional managers;

78 (E) deputy sheriffs in the Office, Professional, and Technical  
79 bargaining unit;

80 (F) the police bargaining unit;

81 (G) the fire/rescue bargaining unit;

82 (H) Management Leadership Service; and

83 (I) minimum wage/seasonal employees.

84 [(11)] (13) The Chief Administrative Officer may recommend  
85 compensation policies for overtime, pay differentials, and other  
86 salary and wage benefits to the County Council. The County  
87 Council must approve any such policy or benefit.

88 [(12)] (14) Any plan, policy, or schedule approved by the County  
89 Council under this subsection is subject to the provisions of this  
90 Chapter regarding employees who are represented by a certified  
91 employee organization.

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**Sec. 2. Expedited Effective Date.**

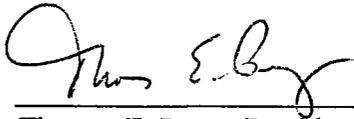
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The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

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*Approved:*

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6/20/05

Thomas E. Perez, President, County Council

Date

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*Approved:*

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7/10/05

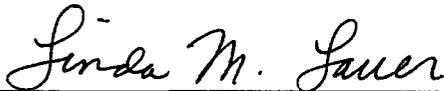
Douglas M. Duncan, County Executive

Date

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*This is a correct copy of Council action.*

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7/11/05

Linda M. Lauer, Clerk of the Council

Date