Resolution No.: 16-425
Introduced: January 15, 2008
Adopted: January 22, 2008

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

SUBJECT: Council Decision Not to Appoint a Merit System Review Commission at this Time

Background

1. The Montgomery County Code, Section 33-5 (d), provides that Council shall convene a merit system review commission every four years if determined necessary. The functions of the commission are to strengthen the system of checks and balances among those officials and agencies of county government having merit system responsibilities and to examine and recommend legislative or administrative revision to the merit system in keeping with the intent of the county Charter and the Personnel Article and with new developments in the field of public administration and personnel management.

2. The first merit system review commission was appointed in 1980 and reported in 1981.

3. Every four years since 1981, the Council has determined that it was not necessary to appoint a merit system review commission.

4. The County government has continuously addressed the dramatic changes that have taken place in area of personnel management in general and in the County personnel system in particular since 1981. Some of the changes implemented by the County include implementation of collective bargaining for certain employees; changes and improvements to recruitment, selection, appointment, career advancement and training processes; reorganization of the Personnel Office into the Office of Human Resources; and establishment of the Management Leadership Service.

5. The Council's Management and Fiscal Policy Committee has continuing oversight into personnel and merit system issues as does the Merit System Protection Board.

Action

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

> Recognizing the ongoing efforts to evaluate and improve the County government personnel system, the Council finds that there is no need at this time to appoint a merit system review commission. However, the Council may decide to appoint a commission if later events suggest that it is advisable to do so.

This is a correct copy of Council action.

Linda M. Lauer

Linda M. Lauer, Clerk of the Council