



OFFICE OF HUMAN RESOURCES

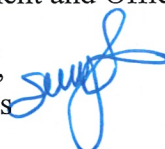
Isiah Leggett
County Executive

Shawn Y. Stokes
Director

MEMORANDUM

Wednesday, May 24, 2017

TO: Executive Branch Department and Office Directors

FROM: Shawn Y. Stokes, Director,
Office of Human Resources 

SUBJECT: Compensation Changes in FY18

These are the major components of FY18's compensation package for Montgomery County employees, recommended by the County Executive and approved by Council on April 25, 2017. Funding for these and all other components of the operating budget will be finalized at the end of May.

IAFF/Fire Management

- 2 percent General Wage Adjustment (GWA), effective October 1, 2017, reflected in the October 27, 2017, paycheck
- On July 9, 2017, implementation of a 24-year longevity step, which takes the place of the existing 28-year longevity step.
- FY18 service increment and movement into longevity steps, both at the beginning of the pay period in which eligible employees' increment dates fall; longevity steps are paid at the completion of 20 years and 24 years of service
- Prescription drug plan will add Pharmacy Benefit Management programs
- New annual leave request procedure, involuntary overtime notification procedure, hours of work joint committee, partial shift casual leave work group, and various other work rule changes.

FOP/Police Management

- 2 percent GWA, effective July 9, 2017, reflected in the August 4, 2017, paycheck

- FY18 service increment and movement into longevity steps at the beginning of the pay period in which eligible employees' increment dates fall; longevity steps are paid at the completion of 20 years of service
- New joint Disability Retirement Study Committee.

MC GEO and Non-Represented Employees

- 2 percent GWA, effective August 6, 2017, reflected in the September 1, 2017, paycheck
- FY18 service increment and movement into longevity steps at the beginning of the pay period in which eligible employees' increment dates fall; longevity steps are paid when employees are at the maximum for their grade and have completed 20 years of service (non-represented employees are also required to have two years of highly successful or exceptional performance ratings)
- Qualified Correctional Officers, Correctional Management, Deputy Sheriffs, and Deputy Sheriff Management will receive a 3.5 percent longevity differential, increased from 3.0 percent, starting on July 1, 2017. In addition, a new step will be added to the salary schedules for the following public safety ranks: Correctional Officer II, Correctional Officer III, Deputy Sheriff III, and Deputy Sheriff Sergeants. An equivalent amount (3.5 percent) will be added to the maximum of the salary ranges for Deputy Sheriff Lieutenant, Deputy Sheriff Captain, and Deputy Sheriff Colonel
- The individual annual employee allowance for tuition assistance will increase to a maximum of \$1,930
- Merit employees will receive free access to recreation center/weight rooms and aquatic centers and will receive a 20 percent discount on a recreation department family pool pass. Employees will no longer receive a 20 percent discount on one recreation department class per year
- Prescription drug plan will include an exclusive Specialty Pharmacy Management program
- Various additional countywide and department-specific language changes, including increases in the reimbursement for boots, uniforms, and tools to eligible employees, are detailed in the agreement summary (page circle 12) submitted to County Council.

Volunteer Fire and Rescue Services

- The nominal fee for eligible volunteers increases in FY18 to \$435 (tier 1) and to \$650 (tier 2)
- The County will provide 50 gear sets for active volunteers
- Association funding will increase by 1.75 percent
- The County will fund a volunteer basic orientation course and volunteer training

Employee Paid on the Minimum Wage/Seasonal Salary Schedule

- The minimum wage/seasonal salary schedule will be updated due to the increase in the Montgomery County minimum wage on July 1, 2017. The minimum salary for the S1 through S4 grades will increase to \$11.50 per hour on the first day of the pay period in which July 1, 2017, falls (June 25, 2017), as will the maximum salary for S1 and S2. Please note that this change was not collectively bargained. In addition to that change, all other hourly rates will increase by \$0.25 on July 9, 2017, reflected in the August 4, 2017, paycheck

Group Health

- For all except HMO and Caremark High Option health plans, eligible employees will continue to pay 25 percent of the full rate. Employees pay 20 percent for HMO health plans; for the Caremark High Option health plan, employees pay the difference between the full rate and the employer's share of Caremark Standard Option rates, or about 64 percent.

Management Leadership Service

- Effective July 9, 2017, Management Leadership Service employees will receive any pay for performance base salary increases. Those base salary increases, as well as any lump-sum pay for performance increases will be reflected in the August 4, 2017, paycheck.
- 2 percent GWA, effective August 6, 2017, reflected in the September 1, 2017, paycheck

For more information about GWAs, service increments, and longevity, non-represented employees can refer to the Montgomery County Personnel Regulations, Sections 10 and 12, and bargaining unit employees can refer to their respective collective bargaining unit agreements.

If you have any questions concerning this correspondence, please contact Lori O'Brien, Compensation Manager, in the Office of Human Resources at 240.777.5032 or by email at lori.obrien@montgomerycountymd.gov.

cc: Steve Farber, Council Administrator
HR Liaisons
OHR Staff