



Dear Colleague:

Montgomery County Government has partnered with the United Food and Commercial Workers (UFCW) Local 1994/Montgomery County Government Employees Organization (MCGEO) to implement the Rewarding Excellence/Gainsharing Program for its employees. The program rewards County employee teams for developing creative ways to reduce the cost of government.

“Front-line employees are in a unique position to be able to identify ways to work more efficiently and we believe they will have the best solutions to efficiently and effectively move Montgomery County forward,” said County Executive Isiah Leggett. “A cornerstone of my administration has been to bring everyone to the table and give them a voice in the outcome. This initiative does just that and I look forward to working with our talented workforce to find ways to make a top-notch government even better.”

The Rewarding Excellence Bonus Incentive Award Program is designed to encourage and promote new, innovative ideas, concepts and strategies for the cost-effective delivery of County services and products.

A review panel, consisting of four top-level representatives from Montgomery County Government and four top-level representatives from MCGEO will review all proposals and forward the approved proposals to the Chief Administrative Officer. To help employee teams enhance their proposals, a Rewarding Excellence Technical Advisory Panel has been created,

consisting of representatives from the following offices: Management and Budget, Finance, Procurement, Human Resources, County Stat and Local 1994.

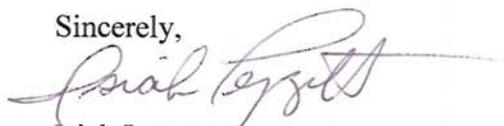
“Local 1994 is pleased to be a partner with Montgomery County Government in achieving operational excellence. I’m confident that this program will help ensure that our members with their front-line expertise will be recognized and rewarded, resulting in a more efficient and cost-effective service delivery model,” says MCGEO President Gino Renne.

Some highlights of the program include:

- Teams of employees work together to submit ideas as opposed to individual employees;
- Local 1994 employees, General Salary Schedule employees and first-line supervisors are eligible to participate;
- Employee teams who implement recommendations that improve efficiency, increase productivity, reduce costs, streamline operations, enhance customer satisfaction, and create a healthier work place will be rewarded for their efforts with a modest bonus for team members;
- Employee teams will receive training in communication, problem solving and team building, and will be paired with employee facilitators trained extensively in communication and team building. All program participants will have the chance to develop competencies that will help them to grow professionally.

This initiative is currently in the process of being implemented. For more information, please refer to the Rewarding Excellence Guidelines on the Rewarding Excellence website by clicking on the Office of Human Resources/Resource Library/Performance Matters/Rewarding Excellence/Gainsharing or contact Melissa Boone-Miller, Rewarding Excellence Coordinator, at [melissa.boone-miller@montgomerycountymd.gov](mailto:melissa.boone-miller@montgomerycountymd.gov).

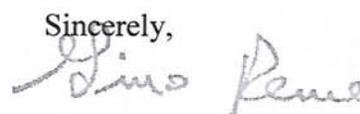
Sincerely,



Isiah Leggett

County Executive

Sincerely,



Gino Renne

President, UFCW Local 1994