

Interviews

MEMORANDUM

February 3, 2014

TO: GO Committee
FROM: Linda Lauer, Clerk 
SUBJECT: Merit System Protection Board - Applicants

Rodella Berry's third term on the MSPB expires December 31, 2013, but is continuing to serve until the Council appoints a new member. In November 2013, the GO Committee interviewed four applicants and agreed to readvertise to extend the application deadline until January 15, 2014. Five additional applications were received.

The appointee for this position may be a Democrat, a Republican, a voter who declines to affiliate with a party or a voter who is a member of another party officially recognized by the Board of Elections. The current members are Rodella Berry (Democrat), Julie Martin-Korb (Unaffiliated), and Roy Chavera (Unaffiliated).

The GO Committee will interview the five applicants on February 6 beginning at 1:30 pm in the 3rd floor conference room. All Councilmembers are welcome to attend the interviews.

Interview Schedule	Time
Cristina Echavarren	1:30
Joshua Miller	1:50
Michael Kator	2:10
Stuart Rick	2:30
Jose Carlos Manduley	2:50

This packet contains

Press Release
Background Information on MSPB
Applicant List
Resumes

Circle #

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© 6-29



Montgomery County Council

For Immediate Release

December 2, 2013

FOR INFORMATION: Linda Lauer, 240-777-7979
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Montgomery County Seeks Applicants For Merit System Protection Board

Application deadline extended to Wednesday, Jan.15

ROCKVILLE, Md., December 2, 2013—The Montgomery County Council is reopening its search for applicants for appointment to a three-year term on the Merit System Protection Board. Generally, the board is expected to oversee the Merit System and to protect employee and applicant rights guaranteed under the County Merit System.

Applications must be received in the Council office by 5 p.m. on Wednesday, January 15, 2014.

The final term of board member Rodella Berry (Democrat) will expire in December 2013. The other board members are Raul Chavera (unaffiliated) and Julie Martin-Korb (unaffiliated).

By law, no more than two of the three members of the Merit System Protection Board may be of the same political party. The appointee for this position may be a Democrat, a Republican, a voter who declines to affiliate with a party or a voter who is a member of another party officially recognized by the Board of Elections.

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There are two methods in which the board processes appeals:

- A written decision issued after a review and discussion of a written record.
- A written decision issued after a pre-hearing conference and a formal hearing in cases involving a suspension, demotion or dismissal.

The board, on a periodic basis, conducts special studies, audits or inquiries of the administration of the merit and retirement pay systems and, in this effort, may compel the attendance of witnesses. Written reports of its findings and recommendations are filed with the County Executive and the County Council. The board also provides comments on any proposed changes in Merit System law or regulations.

The board holds hearings during the day, which can take the full day, with any additional proceedings scheduled for subsequent evening(s). Also, the board normally meets for approximately an hour in the evening once or twice every month. Additional time is also required for preparatory work.

Members of the board receive \$7,700 per year, which is adjusted annually to reflect 50 percent of the percentage change in the Washington Area Consumer Price Index.

Board members are restricted in political activity while serving. Section 403 of the County Charter states in part "No member shall hold political office or participate in any campaign for any political or public office during the member's term of office." Members of County boards, committees and commissions may not serve on more than one such group at a time.

Applicants, who must be qualified voters of the County, should submit letters of interest with a resume to: Council President, Montgomery County Council, 100 Maryland Avenue, Rockville, Maryland 20850 by 5 p.m. on January 15, 2014. Applications also can be submitted via email to county.council@montgomerycountymd.gov.

Resumes should include professional and civic experience, political party affiliation, home and office telephone numbers and an email address. Letters and resumes submitted are made public as part of the appointment process. A financial statement of assets, debts, income and family property interests will be required of all applicants. Only the appointed candidates will be required to make the financial statement available to the public.

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MERIT SYSTEM PROTECTION BOARD

Membership: Three members who are qualified voters of the County are appointed by the Council. Not more than two members of the Board can be members of the same political party. No member shall hold political office or participate in any campaign for any political or public office during the member's term of office. Any member appointed to fill a vacancy occurring prior to the expiration of a term is appointed only for the remainder of that term.

Term: Three years. Board elects its own chair each year.

Compensation: Annual salary of the members is \$7,700. These salaries are changed, beginning on the first Monday in December of each year, by a percentage which is 50% of the percentage change in the Consumer Price Index.

Financial Disclosure: Must file a public financial disclosure statement under oath.

Duties and Responsibilities:

- Protect the merit system and protect employee and applicant rights guaranteed under the merit system.
- Comment on any proposed changes in the merit system law or regulations.
- Conduct or authorize periodic audits of classification assignments made by the Chief Administrative Officer and of the general structure and internal consistency of the classification plan, and submit audit findings and recommendations to the Executive and Council.
- Meet and confer with the Chief Administrative Officer, and employees, and their organizations to review the need to amend the Personnel Regulations.
- Hear and decide disciplinary appeals or grievances upon the request of a merit system employee who has been removed, demoted or suspended.
- From time to time, prepare and recommend to the Council modifications to the County's system of retirement pay.
- Review and study the administration of the County classification and retirement plans and other aspects of the merit system and transmit to the Chief Administrative Officer, Executive and Council its findings and recommendations.
- Conduct such special studies and audits on any matter relating to personnel as may be periodically requested by the Council.
- Publish at least annually abstracts of its decisions, rulings, opinions and interpretations, and maintain a permanent record of its decisions.
- Convene at least annually a public forum on personnel management in the County government to examine the implementation of Charter requirements and the merit system law.
- Annually review all personnel-related actions of the Fire and Rescue Commission and local corporations to insure reasonable uniformity.

Current

Members: **Rodella E. Berry (Democrat)** - term expires December 2013
Julie Martin-Korb (Declined to Affiliate) - term expires December 2014
Raul (Roy) E. Charvera, Jr. (Declined to Affiliate) - term expires December 2015