

Resolution No.: 15-1520
Introduced: June 27, 2006
Adopted: June 27, 2006

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY MARYLAND**

By: County Council

SUBJECT: Approval of Executive Regulation 24-05, Amendments to Personnel Regulations to include a Salary Schedule for Medical Doctors

Background

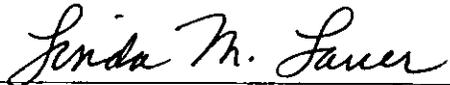
1. Expedited Bill 14-06, Personnel – Salary Schedules – Medical Doctors was passed by the Council on June 27, 2006. The bill authorizes a salary schedule for medical doctors in the County's uniform salary plan.
2. Executive Regulation 24-05, Amendments to Personnel Regulations to include a Salary Schedule for Medical Doctors, modifies the County's personnel regulations to make them consistent with Expedited Bill 14-06.
3. The Council received Executive Regulation 24-05 on March 7, 2006.
4. The Council reviewed the regulation under method (1) of County Code §2A-15.
5. Under method (1), the Council must approve a regulation in order for it to take effect.
6. On June 12, 2006, the Health and Human Services and Management and Fiscal Policy Committees reviewed Executive Regulation 24-05 and recommended approval.

Action

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

The Council approves Executive Regulation 24-05, Amendments to Personnel Regulations to include a Salary Schedule for Medical Doctors.

This is a correct copy of Council action.



Linda M. Lauer, Clerk of the Council



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject MCPR Amendments to Include a Salary Schedule for Medical Doctors	Number 24-05
Originating Department Office of Human Resources	Effective Date June 27, 2006

MCPR Amendments to Include a Salary Schedule for Medical Doctors

Executive Regulation No. 24-05
Issued by: County Executive
Supersedes: None

Authority: Montgomery County Code, 2004, §33-7(b)
Council review: Method 1

Montgomery County Register Volume 22, Issue 11
Comment deadline: November 30, 2005

Effective date: June 27, 2006

Summary: This regulation amends Montgomery County Personnel Regulations Section 9, *Classification*, and Section 10, *Employee Compensation*, to add references to a new salary schedule for medical doctors.

Address for comments: Office of Human Resources, Executive Office Building, 7th Floor
101 Monroe Street, Rockville, Maryland 20850

Staff contact: Carol Rollins, 240-777-5052, or carol.rollins@montgomerycountymd.gov

Please use the key below when reading this regulation:

Boldface	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing regulation by proposed regulation.</i>
[Single boldface brackets]	<i>Deleted from existing regulation by proposed regulation.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing or proposed regulation by amendment.</i>
* * *	<i>Existing language unchanged by executive regulation.</i>



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SECTION 9. CLASSIFICATION

* * *

9-3. Classification plan.

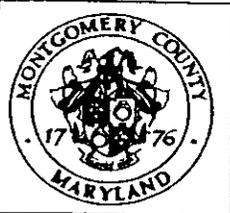
* * *

(d) *Allocation of a class to a pay grade or pay band.*

(1) *Review of a class.*

(A) Pay for the classes on the salary schedules listed below is not determined by the use of a job evaluation system. Instead, pay is determined through the mechanism indicated:

- (i) police bargaining unit, deputy sheriffs in the OPT bargaining unit, and the firefighter/rescuer bargaining unit – collective bargaining;
- (ii) minimum wage/seasonal – Federal minimum wage is key reference for salary schedule structure;
- (iii) sworn police managers – criteria in County Code Section 33-11(b)(8); and
- (iv) uniformed fire/rescue managers - criteria in County Code Section 33-11(b)(9);
- (v) sworn deputy sheriff managers – criteria in County Code Section 33-11(b)(10); [and]
- (vi) uniformed correctional managers – criteria in County Code Section 33-11(b)(11); and
- (vii) medical doctors – criteria in County Code Section 33-11(b)(12).



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SECTION 10. EMPLOYEE COMPENSATION

* * *

10-3. Uniform salary plan.

(a) The uniform salary plan consists of salary schedules authorized in Code Section 33-11(b) for:

- (1) employees represented by certified employee organizations;
- (2) minimum wage/seasonal employees;
- (3) sworn police managers;
- (4) uniformed fire/rescue managers;
- (5) sworn deputy sheriff managers;
- (6) uniformed correctional managers;
- (7) medical doctors;
- [(7)]
- (8) employees in positions in the Management Leadership Service; and
- [(8)]
- (9) a general salary schedule for all other employees.

* * *

(g) The CAO must ensure that all occupational classes that require comparable experience and have comparable duties, responsibilities, and authority are paid comparable salaries that reflect the relative value of the services performed, except for occupational classes on the following salary schedules:

- (1) police bargaining unit;
- (2) fire/rescue bargaining unit;
- (3) deputy sheriffs in the OPT bargaining unit;



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- (4) minimum wage/seasonal;
- (5) sworn police managers;
- (6) uniformed fire/rescue managers;
- (7) sworn deputy sheriff managers;
- (8) uniformed correctional managers; [and]
- (9) medical doctors; and
- [(9)]
- (10) Management Leadership Service.

* * *

Approved:

D. Duncan
Douglas M. Duncan, County Executive

3/3/06
Date

APPROVED AS TO FORM AND LEGALITY.

OFFICE OF THE COUNTY ATTORNEY

BY *David Stevenson*

DATE February 9, 2006