

Resolution No.: 15-1435
Introduced: May 9, 2006
Adopted: May 9, 2006

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Management and Fiscal Policy Committee

SUBJECT: Collective Bargaining Agreement with Municipal & County Government Employees Organization

Background

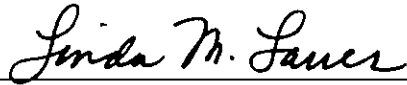
1. Section 511 of the County Charter authorizes the County Council to provide by law for collective bargaining, with arbitration or other impasse resolution procedures, with authorized representatives of County Government employees.
2. Chapter 33, Article VII of the County Code implements Section 511 of the Charter and provides for collective bargaining by the County Executive with the certified representatives of County employees and for review of the resulting contract by the County Council.
3. The Executive and UFCW Local 1994, Municipal & County Government Employees Organization, have agreed on amendments to the existing contract for the three-year period beginning July 1, 2004. The Memorandum of Agreement is attached to this Resolution.
4. The Executive has submitted to the Council the terms and conditions of the collective bargaining agreement amendments that require an appropriation of funds.
5. The Management and Fiscal Policy Committee considered the amendments on April 17 and April 20, 2006 and recommended extension of the Council's time to consider those provisions.
6. On April 25, 2006, the Council approved Resolution 15-1409, which extended the time for Council consideration of this collective bargaining agreement to May 15, 2006.
7. The County Council has considered these terms and conditions and is required by law to indicate on or before May 15 its intention regarding the appropriation of funds or any legislation or regulations required to implement the agreements.

Action

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

The County Council intends to appropriate the funds necessary to implement the amendments to the County employees bargaining unit collective bargaining agreement, as specified in the Memorandum of Agreement attached to this Resolution, for the period July 1, 2004 through June 30, 2007.

This is a correct copy of Council action.



Linda M. Lauer, Clerk of the Council

Summary of Memorandum of Agreement with MCGEO for FY 2006-2007

Item No.	Article/Subject	Summary of change	Requires appropriation of funds	Present or future fiscal impact	Requires legislative change	Requires regulation change	Notes
1	Appendix II (a), OPT Unit: Department of Health and Human Services	Language added to ensure a sufficient number of cellular phones available to ACT Team and Child Welfare employees	No	No	No	No	
2	Appendix II (k), 401 Hungerford Drive	Add (k), Safety and security training seminars offered to on-site employees; signs posted in parking lot; security will continue to provide safety escorts to employees	No	No	No	No	
3	Appendix II (j), 1301 Piccard Drive	Add (j), Safety and security training seminars offered to on-site employees; signs posted in parking lot; security will continue to provide safety escorts to employees	No	No	No	No	
4	Appendix II (m), School/Public Health	Add (m), Administration of medication may only be delegated when nurse has calculated dose of subcutaneous injection	No	No	No	No	
5	Appendix III, SLT Unit, Department of Police, Crossing Guards, & Forensic Specialist	Amend (d), County to provide safety vests as recommended by the FOP/MCPD safety committee	Yes	Yes	No	No	See fiscal impact summary
6	Appendix III, SLT Unit,	Add (l), County to provide cellular telephones exclusively	No	No	No	No	

Summary of Proposed Memorandum of Agreement with MCGEO for FY 2006-2007
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Item No.	Article/Subject	Summary of change	Requires appropriation of funds	Present or future fiscal impact	Requires legislative change	Requires regulation change	Notes
	Department of Police, Crossing Guards & Forensic Specialists	programmed to access "911" to crossing guards					
7	Appendix III, SLT Unit, Department of Police, Crossing Guards & Forensic Specialists	Add (m), County to ensure fire extinguishers and first aid kits are accessible to Public Services Aides	No	No	No	No	
8	Appendix IV, OPT Unit, Department of Corrections and Rehabilitation	Amend k to k (1), No language change	No	No	No	No	
9	Appendix IV, OPT Unit, Department of Corrections and Rehabilitation	Add k (2), Provide Community Health Nurses a one-time, lump-sum \$750 retention incentive	Yes	No	No	No	
10	Appendix IV, OPT Unit, Department of Corrections and Rehabilitation	Add (m), Pre-Release Center, County to purchase additional metal detection wands; install 10 security cameras; install 2 separate sections of fence; install buzzer system for use after 9:00 p.m.	Yes	No	No	No	
11	Appendix V, OPT/SLT Units, Department of Liquor Control	Add (m), establishment of a joint committee to review safety issues	No	No	No	No	

Summary of Proposed Memorandum of Agreement with MCGEO for FY 2006-2007

Item No.	Article/Subject	Summary of change	Requires appropriation of funds	Present or future fiscal impact	Requires legislative change	Requires regulation change	Notes
12	Appendix VI, OPT/SLT Units, DPWT, Transit Services – Ride On	Add (a) (15), Disciplinary actions resulting from the Accident Review Committee subject to Alternative Dispute Resolution process	No	No	No	No	
13	OPT/SLT Units, DPWT, Transit Services – Ride On	Add (a)(16), Transit coordinators to resolve disputes with passengers; transit coordinators required to attend conflict resolution training	Yes	Yes	No	No	See fiscal impact summary
14	OPT/SLT Units, DPWT, Transit Services – Ride On	Add (a) (17), Procedure for bus operators in dealing with persons who disturb the public peace per Section 54A-3 of the Montgomery County Code outlined	No	No	No	No	
15	OPT/SLT Units, DPWT, Transit Services – Ride On	Add (a) (18), Establish a joint committee to review current accident review process	No	No	No	No	
16	OPT/SLT Units, DPWT, Transit Services – Ride On	Add (a) (19), Clarifies that if employees are sent home as a result of stopping services or other lack of work, employees to be placed on administrative leave	No	No	No	No	
17	Appendix XI, Revised Attendance Policy, Effective Date: 7/1/06	Amend attendance policy to increase effectiveness; provide incentive bonuses to reward attendance	No	No	No	No	The County estimates making \$62,000 in incentive bonus payments which is expected to be offset by reduced overtime resulting from compliance with the policy

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Item No.	Article/Subject	Summary of change	Requires appropriation of funds	Present or future fiscal impact	Requires legislative change	Requires regulation change	Notes
18	Appendix XII, Homeland Security	Add (a), Provide training for security officers in order to further professionalism and best security practices; issue security officers flashlights, lightweight undergarment body armor, OC Spray after appropriate training/certification, and radios.	Yes	Yes	No	No	See fiscal impact summary
19	Side Letter, Department of Health and Human Services	County to install additional keyless entry at HHS locations; install panic buttons in all "group rooms"; conduct semi-annual inspections to ensure panic buttons are in working order.	Yes	Yes	No	No	See fiscal impact summary
20	Side Letter, Department of Police	County to conduct an occupational study of crossing guards; hire a contractor to develop a concept design for converting certain front counter areas to secured areas	Yes	Yes	No	No	See fiscal impact summary
21	Side Letter, Department of Correction and Rehabilitation	County to conduct an occupational study of Community Health Nurses	Yes	Yes	No	No	See fiscal impact summary
22	Side Letter, Department of Homeland Security	County agrees to clarify limitations applicable to Security Officers detaining any individuals in the course of their employment	No	No	No	No	

Municipal and County Government Employees Organization, Local 1994
Fiscal Impact Summary, Article 49.2 Re-Opener

Appendix	Subject	Description	FY07	Future Years
III	Crossing Guards	Safety vests for Police Crossing Guards	1,850	1,850
IV	Correctional Nurses	\$750 one-time retention incentive for Community Health Nurses	17,760	
IV	Pre-Release Center	Safety upgrades at Pre-Release Center including perimeter fence, color cameras, entry buzzer, and additional metal detection wands	43,000	
VI	Transit Coordinators	Conflict resolution training for Transit Coordinators	13,000	
XI	Security Officers	Safety upgrades for Security Officers including training, radios, OC spray, body armor, and flashlights	193,800	30,270
Side Letter	Health and Human Services	Keyless entry systems and panic buttons installed in HHS facilities	60,300	
Side Letter	Police	County to hire contractor to develop concept design for converting existing front counter areas into secured areas at Silver Spring, Rockville, Germantown, and Bethesda Police Stations	8,600	
		Crossing Guard occupational study	9,000	
Side Letter	Corrections	Community Health Nurse occupational study	9,000	
Total Fiscal Impact			\$356,310	\$32,120

Note: The County estimates making \$62,000 in incentive bonus payments related to Appendix XI Attendance Policy, which is expected to be offset by reduced overtime resulting from compliance with the policy.