

Resolution No.:	<u>17-1160</u>
Introduced:	<u>July 8, 2014</u>
Adopted:	<u>July 15, 2014</u>

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Government Operations and Fiscal Policy Committee

SUBJECT: Postponement of FY14 Audit of the Montgomery County Classification and Compensation Plan and Procedures

Background

1. The Code of Montgomery County Regulations (COMCOR), §33.07.01.09(h)(2)(A) provides: "At least once every 5 years, the Merit System Protection Board (MSPB) must have a consultant who is a specialist in the field and independent of the County government conduct an objective audit of the entire classification and compensation plan and procedures."
2. COMCOR §33.07.01.09(h)(2)(A) allows the MSPB to postpone the audit with the approval of the County Council.
3. By memorandum dated November 5, 2003, Harold Kessler, MSPB Chairman, requested a deferral of the FY05 audit of the Montgomery County Classification and Compensation Plans and Procedures explaining that the Board did not have any information indicating there is an immediate necessity, and did not see an absolute need to conduct an audit of the systems in FY05. He noted that the last audit dated April 25, 2001 found that the Office of Human Resources was administering the classification regulations, policies, and procedures in a manner prescribed.
4. On May 4, 2004, the Council adopted Resolution No. 15-592, which approved deferral of the audit until FY08.
5. On June 19, 2007, at the request of the MSPB, the Council adopted Resolution 16-193, which approved deferral of the audit until FY10.
6. On June 16, 2009, at the request of the MSPB, the Council adopted Resolution 16-997, which approved deferral of the audit until FY11.
7. On June 22, 2010, at the request of the MSPB, the Council adopted Resolution 16-1400, which approved deferral of the audit until FY13.

8. On July 31, 2012, at the request of the MSPB, the Council adopted Resolution 17-520, which approved deferral of the audit until FY14. The Committee and Board agreed that the audit should be deferred until funding was included in the MSPB operating budget or until the County Executive submitted a supplemental appropriation for the funding. No funding has been approved for the audit in FY14 or FY15.
9. The Government Operations and Fiscal Policy Committee recommends the Audit of Classification and Compensation Plans and Procedures be postponed until FY16 and the MSPB include a study of pay equity as part of the Audit. The Committee also recommends the County Executive include \$500,000 in funding in the FY16 and FY17 MSPB operating budgets to fund the Audit.

Action

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

The Audit of the Montgomery County Classification and Compensation Plans and Procedures is postponed until FY16, with the assumption that the following audit would be scheduled five years later unless the Council approves another deferral.

This is a correct copy of Council action.



Linda M. Lauer, Clerk of the Council