



OFFICE OF HUMAN RESOURCES

Marc Elrich  
County Executive

Traci L. Anderson  
Director

MEMORANDUM

Friday, June 21, 2024

TO: Department and Office Directors  
FROM: Traci Anderson, Director, Office of Human Resources  
SUBJECT: FY25 Compensation Changes

The purpose of this memo is to outline the FY25 (July 1, 2024, through June 30, 2025) compensation changes recommended by the County Executive and approved by the County Council on May 23, 2024. The chart below provides the eligibility for each compensation category, the effective date, the percentage increase, and other relevant changes.

<b>General Wage Adjustment (GWA)</b>	GWA will be applicable and effective based on the bargaining unit as indicated below. All salary schedules have been adjusted by the percentage indicated below. Individual schedules are posted at: <a href="http://www.montgomerycountymd.gov/HR/compensation/Compensation.html">www.montgomerycountymd.gov/HR/compensation/Compensation.html</a>	
	FOP and Police Leadership Service (PLS)	Effective July 14, 2024: GWA increase of 3.5%
	IAFF and Fire/Rescue Management (FRM)	Effective July 14, 2024: GWA increase of 3.5%
	MCGEO OPT/SLT	Effective November 3, 2024: GWA increase of 4.5%
	Management Leadership Service (MLS)	Effective November 3, 2024: GWA increase of 4.5%
	Non-Represented (GSS), Corrections Management, and Sheriff Management	Effective November 3, 2024: GWA increase of 4.5%

<p><b>Service Increments</b></p>	<p>Active employees who are eligible to receive a service increment in FY25 (pay periods July 14, 2024 – July 13, 2025) will receive a service increment applied to their base salary effective the first day of the pay period in which the employee’s increment date falls.</p>		
	<p>Eligible employees include:</p> <ul style="list-style-type: none"> <li>• Represented</li> <li>• Non-represented (GSS)</li> <li>• Term employees</li> <li>• Full scope temporary employees who have accumulated 1040 hours since the last applied service increment.</li> </ul> <p>Excludes MLS and PLS</p>	<p>New Service Increment Dates:</p> <ul style="list-style-type: none"> <li>• No change in service increment dates for all eligible employees (excluding full scope temporary employees).</li> <li>• Service increment dates for full scope temporary employees will change to the date the increment is applied to their base salary.</li> </ul>	<p>Service Increment % Increase:</p> <p>No change to the represented employee rate of 3.5% or the next step unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade.</p> <p>No change to the non-represented employee rate of 3.5% unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade.</p>
<p><b>MCGEO FY13 Postponed Service Increment</b></p>	<p>Eligible bargaining unit employees who were scheduled to receive service increments in FY13, but did not because the County Council elected to not fund it in FY11, shall receive up to 3.5% added to their base pay effective the first full pay period following July 1, 2024, which will satisfy the owed increment for FY13.</p>		
	<p>The following criteria will be used to determine eligibility to receive the deferred service increments:</p> <ul style="list-style-type: none"> <li>• Employee status is Active as of July 14, 2024.</li> <li>• Employee Bargaining Unit Group is OPT or SLT as of July 14, 2024.</li> <li>• Has a recent hire date before July 1, 2012.</li> <li>• Was an active regular MCGEO employee and would have received a service increment in FY13 (July 1, 2012, through June 30, 2013), or was an active temporary Section 53.1(a) or full-scope temporary and would have received a service increment in FY13.</li> <li>• Employee’s base salary is below the maximum base salary for their grade on July 14, 2024.</li> <li>• Transit Bus Operators and Transit Coordinators are not eligible.</li> </ul>	<p><b>Effective July 14, 2024:</b></p> <p>Eligible MCGEO employees will receive 3.5% or the next step unless the top of the grade is less than 3.5% above their current salary; then, the employee will receive an increase to the top of their grade. If the employee is already at the top of their grade, no service increment will be given.</p>	

<b>MLS/PLS Pay for Performance</b>	Pay for performance is in accordance with the CAO-approved increases and the MCPR Section 10-10 (a)(2)(C).	
	Eligible employees include: <ul style="list-style-type: none"> <li>• Management Leadership Service (MLS)</li> <li>• Police Leadership Service (PLS)</li> </ul>	<b>Effective July 14, 2024:</b> Eligible MLS and PLS employees may receive pay for performance increases to their base salary, or a lump sum award, or both. Employees must have a performance rating of “Successful” or above.
<b>Minimum Wage/ Seasonal Salary Schedule</b>	Effective June 30, 2024, Montgomery County minimum wage increases to \$17.15/hour. Seasonal employees (Grades S2, S3, S4, S5) will include \$.50 increments between grades to resolve previous compression issues. Seasonal employees (Grades S6, S7, S8) will receive an increase of \$1.05 per hour which represents the minimum wage increase from the previous fiscal year.	
<b>Longevity</b>	Employees who become eligible for longevity pay in the period from July 14, 2024, through July 13, 2025, will receive longevity in the manner normally received. Eligible employees will receive longevity at the beginning of the first full pay period after their service anniversary date. No retroactive payments will be made due to longevity changes.	
	FOP  IAFF and Fire/Rescue Management (FRM)  MCGEO (Excluding Transit Bus Operators and Transit Coordinators)  Correctional Management and Sheriff Management  Non-represented (GSS) Excludes MLS and PLS	No change to the represented employee percentages or years.  No change to the represented and non-represented employee percentages or years.  No change to the represented and non-represented employee percentages or years.  <b>Effective July 14, 2024</b> , a 25-year longevity increment is added, implementation method to be determined.  Employees must have two consecutive performance ratings (most recent) of “highly successful” or above and never received GSS longevity previously.

For information about GWAs, service increments, and longevity, non-represented employees can refer to the Montgomery County Personnel Regulations, Sections 10 and 12, and bargaining unit employees can refer to their respective collective bargaining unit agreements.

If you have any questions about this correspondence, please contact James Tinnick, Manager, Classification and Compensation, in the Office of Human Resources at 240-777-5079 or email [ohr.compensation2@montgomerycountymd.gov](mailto:ohr.compensation2@montgomerycountymd.gov).

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