These are the major components of FY19’s compensation package for Montgomery County employees, recommended by the County Executive and approved by the County Council.

**IAFF/Fire Management**

- **GWA**: 2% General Wage Adjustment (GWA), effective July 8, 2018, reflected in the August 3, 2018, paycheck.
- **Service Increment and Longevity**: FY19 3.5% service increment and movement into 3.5% longevity steps, both paid at the beginning of the pay period in which eligible employees’ increment dates fall; longevity steps are paid at the completion of 20 years and 24 years of service.

**FOP/Police Management**

- **GWA**: 2% GWA, effective July 8, 2018, reflected in the August 3, 2018, paycheck.
- **Service Increment and Longevity**: For FOP, FY19 3.5% service increment and movement into 3.5% longevity steps at the beginning of the pay period in which eligible employees’ increment dates fall; longevity steps are paid at the completion of 20 years of service.
- **Lump-Sum Payment**: Each FOP member whose service increment was deferred during FY12 and/or FY13, has not yet received it, and who is otherwise eligible, will receive a $1,000 lump-sum payment on August 3, 2018.
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- **New Salary Schedule:** For Police Management, implementation of the Police Leadership Service salary schedule, patterned on the Management Leadership Service salary schedule.

- **Police Leadership Service Pay for Performance:** Effective July 8, 2018, Police Leadership Service employees will receive any pay for performance base salary increases. Those base salary increases, as well as any increases paid as lump-sums will be reflected in the August 3, 2018, paycheck.

**MCGEO and Non-Represented Employees**

- **GWA:** 2% GWA, effective December 9, 2018, reflected in the January 4, 2019, paycheck.

- **Service Increment and Longevity:** FY19 3.5% service increment (up to maximum of salary range) and movement into 2.0% (non-represented), 3.0% (MCGEO non-public safety), or 3.5% (MCGEO public safety) longevity steps at the beginning of the pay period in which eligible employees’ increment dates fall.

- **Longevity:**
  - **MCGEO:** Beginning with FY19, the first 3.0% longevity step for MCGEO non-public safety employees will be paid after completion of 18 years of service, instead of 20 years of service. A second 3.0% longevity step will be paid after completion of 24 years of service. Both longevity steps require that the employee be at the maximum base salary for their grade.
  - **Non-Represented:** Longevity (2.0%) steps for non-represented employees are paid at the completion of 20 years of service, and also require that the employee be at the maximum base salary for their grade and that they have two years of highly successful or exceptional performance ratings.

- **Pay for Performance:** Please note that pay for performance bonuses for non-represented employees will not be paid in FY19.

**Volunteer Fire and Rescue Services**

- The nominal fee for eligible volunteers increases in FY19 to $445 (tier 1) and to $675 (tier 2).

- The County will provide 50 gear sets for active volunteers.

- Association funding will increase by 1.75%.

- The County will provide an increase of $3,000 for a Volunteer Basic Orientation Course.

**Employee Paid on the Minimum Wage/Seasonal Salary Schedule**

- The minimum wage/seasonal salary schedule will be updated due to the increase in the Montgomery County minimum wage on July 1, 2018. The minimum salary for the S1 through S4 grades will increase to $12.25 per hour on the first day of the pay period in
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which July 1, 2018, falls (June 24, 2018), as will the maximum salary for S1 and S2. Please note that this change was not collectively bargained.

- In addition to minimum wage change, all other hourly rates will increase by $0.25 on July 8, 2018, and be reflected in the August 3, 2018, paycheck.

**Group Health**

- For all except HMO and Caremark High Option health plans, eligible employees will continue to pay 25% of the full rate. Employees pay 20% for HMO health plans; for the Caremark High Option health plan, employees pay the difference between the full rate and the employer’s share of Caremark Standard Option rates, or about 64%.

**Management Leadership Service**

- Effective July 8, 2018, Management Leadership Service employees will receive any pay for performance base salary increases. Those base salary increases, as well as any lump-sum payments will be reflected in the August 3, 2018, paycheck.
- 2% GWA, effective December 9, 2018, reflected in the January 4, 2019, paycheck.

For more 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 concerning this correspondence, please contact Lori O’Brien, Senior/Lead Performance Management and Data Analyst, in the Office of Human Resources at 240.777.5032 or by email at lori.obrien@montgomerycountymd.gov.

cc: Aron Trombka, County Council
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