



OFFICE OF HUMAN RESOURCES

Marc Elrich
County Executive

Darryl Gorman
Acting Director

MEMORANDUM

Thursday, June 9, 2022

TO: Executive Branch Department and Office Directors

FROM: Darryl Gorman, Acting Director, Office of Human Resources *Darryl Gorman*

SUBJECT: FY23 Compensation Changes

The purpose of this memo is to outline the FY23 (July 1, 2022, through June 30, 2023) compensation changes approved by the County Council on May 26, 2022. The chart below provides the eligibility for each compensation category, the effective date, the percentage increase and other relevant changes.

<p>Service Increments</p>	<p>Active employees who are eligible to receive a service increment in FY23 (pay periods July 3, 2022 – July 1, 2023) 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, available in the pay advice in the following pay period (approximately 2-weeks later) and viewable in the Employee Self Service “My Information” “Salary” tab.</p>		
	<p>Eligible Employees Include:</p> <ul style="list-style-type: none"> • Represented • Non-represented (excludes MLS and PLS) • Term employees • Full scope temporary employees who have accumulated 1040 hours since the last applied service increment. 	<p>New Service Increment Dates:</p> <ul style="list-style-type: none"> • No change in service increment dates for all eligible employees (excluding full scope temporary employees). • Service increment dates for full scope temporary employees will change to the date the increment is applied to their base salary. 	<p>Service Increment % Increase:</p> <ul style="list-style-type: none"> • No change to the 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. • 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.

MCGEO FY11 Postponed Increment	The FY11 service increment is phased in over a three-year period. This is year three of the three-year period. The effective date of the FY11 postponed increment is July 3, 2022, and the increment will be available in the July 29, 2022, pay advice which is viewable in Employee Self Service “My Information” “Salary” tab.		
	<p>The following criteria will be used to determine eligibility to receive the deferred service increments:</p> <ul style="list-style-type: none"> • Employee status is Active as of July 3, 2022. • Employee Bargaining Unit Group is OPT or SLT as of July 3, 2022. • Has a recent hire date before July 1, 2010. • Was an active regular MCGEO employee and would have received a service increment in FY11 (July 1, 2010 through June 30, 2011), or • Was an active temporary Section 53.1(a) or full-scope temporary and would have received a service increment in FY11 (July 1, 2010 through June 30, 2011). • Employee’s base salary is below the maximum base salary for their grade on July 3, 2022. • Transit Bus Operators and Transit Coordinators are not eligible. 	<p>First full pay period after July 1, 2022.</p>	<p>Increment %:</p> <ul style="list-style-type: none"> • MCGEO employee rate of 1.25% unless the top of the grade is less than the 1.25%; then, the employee will receive an increase to the top of their grade. • Eligible Sheriff and Correction Officers will receive 1.25% increase. Pay elements of the prior FY11 postponed increment will be removed. Base salary will increase by 3.5% to reflect a total increase of 3.5% of FY11 postponed increment and eligible Sheriff and Correction Officers will advance one step.
MCGEO \$600 Lump Sum Payment	Effective Date: July 3, 2022, available in the July 29, 2022 pay advice, but not viewable in Employee Self Service “My Information” “Salary” tab.		
	<p>Eligibility:</p> <ul style="list-style-type: none"> • Unit members whose base salary is at top of grade on July 3, 2022, and who are no longer eligible for a service increment. • Part-time employees subject to the lump sum shall receive a pro-rated amount based on a percentage of hours worked. 	<p>First full pay period after July 1, 2022.</p>	<p>\$600 lump sum. Part-time pro-rated.</p>

FY23 Compensation Changes

June 9, 2022

Page 3 of 6

Minimum Wage/Seasonal Salary Schedule	Effective July 3, 2022, Montgomery County minimum wage increases to \$15.65/hour. Seasonal employees whose wage is greater than \$15.65/hour will receive \$.50 per hour increase. The increase is available in the July 29, 2022, pay advice and viewable in Employee Self Service “My Information” “Salary” tab. Effective June 18, 2023, Seasonal employees whose wage is \$15.65/hour will receive \$16/hour; Seasonal employees whose wage is greater than \$15.65/hour will receive \$.50 per hour increase.		
	Eligibility: <ul style="list-style-type: none">• See Minimum Wage/Season Salary Schedule for the applicable list of job classes.	First full pay period after July 1, 2022 Last full pay period in June 2023	Change in Hourly Rate: <ul style="list-style-type: none">• Effective July 3, 2022, an increase of \$.50 per hour for seasonal employees whose wage is greater than \$15.65/hour; hourly rate increases to \$15.65/hour otherwise.• Effective June 18, 2023, an increase of \$.50 per hour for seasonal employees. (For seasonal employees whose wage is \$15.65/hour; hourly rate increases to \$16/hour)

<p>Longevity</p>	<p>Represented employees who become eligible for longevity pay in the period from July 3, 2022 through July 1, 2023, will receive longevity in the manner normally received. Eligible non-represented employees will receive longevity at the beginning of the pay period after the review period ends (July 1, 2023).</p>	
	<p>Eligible Employees Include:</p> <ul style="list-style-type: none"> • Represented • Non-represented (excludes MLS and PLS) 	<p>Longevity % Increase:</p> <ul style="list-style-type: none"> • No change to the represented employee percentages. (Varies by salary schedule and years of service). <p>FOP: A longevity step of 3.5% added after 15 years of service. Longevity steps of 3.5% remain unchanged after 17 and 20 years of service.</p> <p>IAFF/Fire Management: A longevity step of 3.5% added after 17 years of service. Longevity steps of 3.5% remain unchanged after 20 and 24 years of service.</p> <p>OPT/SLT: Longevity steps of 3.0% remain unchanged after 18 and 24 years of service.</p> <p>Correctional Officers/Correctional Management/ Deputy Sheriffs/ Deputy Sheriff Management: No changes to longevity steps of 3.5% after 20 years of service and 2.5% after 24 years of service.</p> <ul style="list-style-type: none"> • No change to the non-represented employee rate of 2.0% after 20 years of service. Employees must have two consecutive performance ratings of “highly successful” or above (FY22 & FY23) and <i>never received GSS longevity previously.</i> • No change to employees who are currently receiving longevity pay unless the employee becomes eligible for a higher % due to years of service. These employees will receive the increased % on longevity pay in the manner normally received.

<p>MLS/PLS Pay for Performance</p>	<p>Effective July 3, 2022, eligible MLS and PLS employees may receive pay for performance increases to their base salary, or a lump sum award or both. Pay for Performance increases will be available in the pay advice of July 29, 2022.</p>	
	<p>Eligible Employees Include:</p> <ul style="list-style-type: none"> • Management Leadership Service (MLS) • Police Leadership Service (PLS) <p>Performance rating of Successful or above</p>	<ul style="list-style-type: none"> • Pay for performance is in accordance with the CAO approved increases and the MCPR Section 10-10 (a)(2)(C).
<p>General Wage Adjustment (GWA)</p>	<p>GWA will be applicable and effective based on the bargaining unit as indicated below.</p>	
	<p>Eligible employees include:</p> <ul style="list-style-type: none"> • Represented • Non-represented • MLS and PLS 	<p>FOP & PLS: GWA increase of 3.5% effective July 3, 2022, to be available in pay advice July 29, 2022, and visible in Employee Self Service “My Information” “Salary” tab. GWA increase of 3.0% effective January 1, 2023, to be available in pay advice January 27, 2023, and visible in Employee Self Service “My Information” “Salary” tab.</p> <p>MLS: GWA increase of \$4,333 effective June 18, 2023, to be available in pay advice July 14, 2023, and visible in Employee Self Service “My Information” “Salary” tab.</p> <p>IAFF/Fire Management: GWA increase of 4.0% effective October 9, 2022, to be available in pay advice November 4, 2022, and visible in Employee Self Service “My Information” “Salary” tab. GWA increase of 1.0% effective January 1, 2023, to be available in pay advice January 27, 2023, and visible in Employee Self Service “My Information” “Salary” tab.</p> <p>MCGEO: GWA increase of \$4,333 effective June 18, 2023, to be available in pay advice July 14, 2023, and visible in Employee Self Service “My Information” “Salary” tab.</p> <p>Non-represented: GWA increase of \$4,333 effective June 18, 2023, to be available in pay advice July 14, 2023, and visible in Employee Self Service “My Information” “Salary” tab.</p> <p>All salary schedules will be adjusted by the percentage or amounts indicated above. See salary schedules: FY23 Salary Schedule</p>

FY23 Compensation Changes

June 9, 2022

Page 6 of 6

Rate Changes	Eligible Employees include: <ul style="list-style-type: none">FOP eligible employees	The FOP field training differential rate will increase from \$3.50 an hour to \$6.00 for eligible employees effective July 3, 2022.
Salary Schedule Changes	Eligible Employees include: <ul style="list-style-type: none">FOP eligible employees	Effective July 3, 2022: <ul style="list-style-type: none">An increase of 3.5% for steps 0-13Elimination of step 14

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 concerning this correspondence, please contact Kimberly D. Williams, OHR Division Chief Strategy and BOP, in the Office of Human Resources at 240-777-5198 or send an email to ohr.compensation2@montgomerycountymd.gov.

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