



OFFICE OF HUMAN RESOURCES

Marc Elrich  
*County Executive*

Karen Plucinski  
*Acting Director*

MEMORANDUM

Tuesday, June 11, 2019

TO: Executive Branch Department and Office Directors

FROM: Karen Plucinski, Acting Director  
Office of Human Resources *Karen Plucinski*

SUBJECT: REVISED: FY20 Compensation Changes

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Below is a summary of the major components of the FY20 compensation package for Montgomery County employees, recommended by the County Executive and approved by the County Council.

**IAFF/Fire Management**

- **GWA:** 2.4% General Wage Adjustment (GWA), effective on November 10, 2019.
- **Service Increment:** 3.5% service increment paid at the beginning of the pay period in which eligible employees' increment date falls.
- **Longevity Steps:**
  - 3.5% added to the base salary after completion of 20 years of service; paid at the beginning of the pay period in which eligible employee's increment date falls.
  - 3.5% added to the base salary after completion of 24 years of service; paid at the beginning of the pay period in which eligible employee's increment date falls.

**FOP/Non-Police Management**

- **No GWA:** FY20 salary schedule equals FY19 for FOP Bargaining Unit members.
- **Service Increment:** 3.5% service increment paid at the beginning of the pay period in which eligible employees' increment dates falls.
- **Deferred Service Increment:** 3.5% salary adjustment effective July 7, 2019 for eligible uniform police officers whose service increment was deferred during FY12 or FY13.

- **Existing Longevity Step:** 3.5% added to the base salary after completion of 20 years of service. Paid at the beginning of the pay period in which eligible employee's increment date falls.
- **Additional Longevity Step:**
  - 3.5% added to the base salary after completion of 16 years of service. Paid at the beginning of the pay period in which eligible employees' increment date falls.
  - 3.5% added to the base salary in the first full pay period in July for employees who are in excess of the 16 years of service.
- **Lump Sum:** \$1,000 lump sum payment to uniform police officers who are not eligible for the deferred increment or the 16 years of service longevity step; lump sum payment will be effective July 7, 2019.

#### **Police Management/Police Leadership Service (PLS)**

- **GWA:** 2.25% GWA, effective December 8, 2019.
- **Police Leadership Service (PLS) Pay for Performance:** Effective July 7, 2019, PLS employees eligible for performance-based pay will receive salary increases in accordance with the CAO approved memo dated June 7, 2019. The base salary increases as well as any increases paid as a lump sum will be reflected in the August 2, 2019 paycheck.

#### **MCGEO and Non-Represented Employees**

- **GWA:** 2.25% GWA, effective December 8, 2019
- **Service Increment:** FY20 3.5% (MCGEO) and 3.5% (Non-Represented) service increment paid at the beginning of the pay period in which eligible employees' increment date falls
- **Deferred Service Increment:** 1% salary adjustment in the first full pay period in January 2020 for eligible MCGEO members whose service increment was deferred during FY11.
- **Longevity:**
  - **MCGEO:** Longevity steps require the employee to be at the maximum of the salary grade
    - 3.0% added to the base salary for OPT/SLT after completion of 18 years and 24 years of service.
    - 3.5% added to the base salary for Correctional Officers and Sheriffs after completion of 20 years of service.
    - 2.5% added to the base salary for Correctional Officers and Sheriffs after the completion of 24 years of service.
  - **Non-Represented:** Longevity step requires the employee be at the maximum of the salary grade and receive two years of a highly successful or exceptional performance rating.
    - 2.0% added to the base salary after completion of 20 years of service.
- **Lump Sum:** \$1,000 lump sum payment to MCGEO bargaining unit employees who are at the top of the grade on the first full pay period after July 1, 2019.

**Management Leadership Service (MLS)**

- **GWA:** 2.25% GWA, effective December 8, 2019.
- **Management Leadership Service (MLS) Pay for Performance:** Effective July 7, 2019, MLS employees eligible for performance-based pay will receive salary increases in accordance with the CAO approved memo dated June 7, 2019. The base salary increases as well as any increases paid as a lump sum will be reflected in the August 2, 2019 paycheck.

**Employees 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 June 23, 2019 to \$13.00 per hour. Employees not affected by the increase in the minimum wage will receive an increase of \$.25 per hour effective July 7, 2019.

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 unity employees can refer to their respective collective bargaining unit agreements.

If you have any questions concerning this correspondence, please contact Kimberly D. Williams Acting Division Chief of BOP, in the Office of Human Resources at 240.777.5198 or by email at [Kimberly.williams2@montgomerycountymd.gov](mailto:Kimberly.williams2@montgomerycountymd.gov).

cc: Craig Howard, County Council  
Aron Trombka, County Council  
HR Liaisons  
OHR Staff