

Bill No. 37-78

Draft No. & Date: _____

Introduced: _____

Expiration Date: _____

Enacted: _____

I HEREBY CERTIFY THAT 25 COPIES OF
THIS BILL ARE AVAILABLE TO THE
PUBLIC AND PRESS AS OF 7/19/78

Robert C. Freedman
Deputy SECRETARY OF THE COUNTY COUNCIL FOR
MONTGOMERY COUNTY, MARYLAND

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND
_____ Legislative Session 1978

By: Council President at the request of the County Executive;
Councilmembers Colman, Hovsepian

AN ACT to amend Chapter 33, title "Personnel," Article IV, title "Employer-
Employee Relations Act," Montgomery County Code 1972, as amended,
by adding a new Section 33-74 thereto, title "Cost-of-Living Adjust-
ment" to provide for an annual cost-of-living adjustment for all
County employees whose salaries are determined by the uniform salary
plan
/[schedule]

Be It Enacted by the County Council for Montgomery County, Maryland, that -

1 Sec. 1. Declaration of Policy and Legislative Intent.

2 It is hereby declared to be the policy of Montgomery County, Maryland,
3 to provide for and ensure in an orderly, uniform manner as part of its budgetary
4 process, guaranteed annual wage adjustments to merit system employees of the
5 County Government to compensate those individuals and to equalize their wages
6 due to increases in area-wide consumer prices and other cost-of-living factors.

7 It is further declared to be the public policy of Montgomery County,
8 Maryland, that such wage increases are recognized as necessary to recruit and
9 retain a high quality work force and prevent inflation and other invidious
10 economic factors from undermining the compensation paid to members of its work
11 force.

12 Sec. 2. Chapter 33, title "Personnel," Article IV, title "Employer-
13 Employee Relations Act," of the Montgomery County Code 1972, as amended, is
14 hereby amended by adding a new Section 33-74 thereto, title "Cost-of-Living
15 Adjustment" to read as follows:

16 33-74. Cost-of-Living Adjustment.

17 The Chief Administrative Officer shall adjust the uniform salary
18 plan
/[schedule] for all classified employees of the Montgomery County Government
19 beginning the first pay period on or after July 1, of each year by an amount

1 not less than seventy-five percent (75%) of the change in the Consumer Price
2 Index for All Urban Consumers in the Washington, D.C. area. Such percentage
3 change shall be based on the latest published index for the calendar year
4 preceding the fiscal year in which the adjustment is to be paid.

5 Notwithstanding the above, Pay Grades 1 through 4 of the uniform salary
6 ^{plan}
7 [~~schedule~~] to which minimum wage and certain seasonal employees are assigned will be
8 adjusted by changes in minimum wage rates and salary surveys to determine the
9 competitiveness of such salaries.

10 No provision of this law shall prohibit the Chief Administrative
11 Officer from adjusting the uniform salary ^{plan} [~~schedule~~] in excess of the bas:
12 percentage of seventy-five percent (75%), provided funds are available/for
13 such purpose.
14 and approved by the County Council

15 The County Executive shall submit to the County Council each year
16 as part of the recommended Operating Budget for the County Government such
17 sums as are necessary to fund the Cost-of-Living Adjustment set forth in
18 Section 33-74 of this Chapter.

19 Sec. 3. Severability.

20 The provisions of this Act are severable and if any provision, clause,
21 sentence, section, work or part thereof is held illegal, invalid, or unconsti-
22 tutional, or inapplicable to any person or circumstances, such illeoality,
23 invalidity or unconstitutionality, or inapplicability shall not affect or impair
24 any of the remaining provisions, clauses, sentences, sections, words, or parts
25 of the Act or their application to other persons or circumstances. It is here-
26 by declared to be the legislative intent that this Act would have been adopted
27 if such illegal, invalid, or unconstitutional provision, clause, sentence, sec-
28 tion, work or part had not been included therein, and if the person or circum-
29 stances to which the Act or part thereof is inapplicable had been specifically
30 exempted therefrom.

31 Sec. 4. Effective date.

The Council hereby declares that an emergency exists and that this
legislation is necessary for the immediate protection of public health and

