



Committee: Directly to Council
Staff: Selena Mendy Singleton, Esq., Clerk of the Council
Purpose: Final action – vote expected
Keywords:

AGENDA ITEM #4C
February 2, 2021
Action

SUBJECT

Confirmation of County Executive's appointee as Chief Labor Relations Officer

EXPECTED ATTENDEES

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

None.

DESCRIPTION/ISSUE

Ms. Jennifer Harling was interviewed as the County Executive's appointee as Chief Labor Relations Officer on January 26, 2021.

SUMMARY OF KEY DISCUSSION POINTS

Not applicable.

This report contains:

Memorandum and appointment documents from County Executive	© 1-4
Draft resolution	© 5
Ms. Harling's resume	© 6-7

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OFFICE OF THE COUNTY EXECUTIVE
Rockville, Maryland 20850

Marc Elrich
County Executive

MEMORANDUM

January 22, 2021

TO: Tom Hucker, President
Montgomery County Council

FROM: Marc Elrich, Montgomery County Executive 

RE: Appointment of the Chief Labor Relations Officer

I am transmitting the appointment of Jennifer Harling for the position of Chief Labor Relations Officer. Ms. Harling is being appointed at a salary of \$170,000. Her appointment will be effective upon confirmation by the County Council.

Attachments

c: Selena Singleton, Clerk of the Council
Richard S. Madaleno, Chief Administrative Officer
Fariba Kassiri, Deputy Chief Administrative Officer
Dale Tibbitts, Special Assistant to the County Executive

APPOINTMENT

PURSUANT TO THE AUTHORITY VESTED TO ME UNDER SECTION 215 OF THE CHARTER OF MONTGOMERY COUNTY, MARYLAND, I HERBY APPOINT

Jennifer Harling

TO SERVE AS Chief Labor Relations Officer.

THIS APPOINTMENT SHALL BE EFFECTIVE UPON CONFIRMATION BY THE COUNCIL FOR MONTGOMERY COUNTY, MARYLAND.



MARC ELRICH
COUNTY EXECUTIVE

1/22/21

DATE



OFFICE OF THE COUNTY EXECUTIVE
Rockville, Maryland 20850


Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

MEMORANDUM

January 22, 2021

TO: Tom Hucker, President
Montgomery County Council

FROM: Richard S. Madaleno, Chief Administrative Officer 

RE: Due Diligence on Non-Merit Appointment – Jennifer Harling

The purpose of this memo is to confirm that in making appointments for non-merit positions, our selection process utilizes thorough reference checks, criminal history, checks for wants and warrants, credit history and other inquiries appropriate to the position being filled.

Please be assured that due diligence was exercised in determining the suitability of Jennifer Harling for appointment as the Chief Labor Relations Officer. In addition, Ms. Harling has filed her Financial Disclosure Statement.

c: Selena Singleton, Clerk of the Council, Montgomery County Council
Fariba Kassiri, Deputy Chief Administrative Officer, Office of the County Executive
Dale Tibbitts, Special Assistant to the County Executive, Office of the County Executive



OFFICE OF THE COUNTY EXECUTIVE
Rockville, Maryland 20850

Marc Elrich
County Executive

Richard S. Madaleno
Chief Administrative Officer

January 12, 2021

Ms. Jennifer Harling
[REDACTED]

Dear Ms. Harling,

I am pleased to offer you the position of Chief Labor Relations Officer for Montgomery County Government. The salary offered for this position is \$170,000, plus benefits. The benefits are summarized in the enclosed document. We understand that you will work from your current residence in Charlotte, North Carolina until such time as you are able to relocate to the Washington, DC metropolitan area. The time frame for relocation will be dependent upon the status of the COVID-19 global pandemic and the needs of the office. In the meantime, to ensure no additional cost to Montgomery County taxpayers, you will be expected to make all reasonable efforts to attend in-person meetings, upon notification, in a timely manner and at your own expense. Additionally, we are offering a one-time payment up to \$5,000 for your direct relocation expenses after you have provided supporting documentation of the related expenses.

I look forward to your acceptance of this employment offer. Note, your appointment is subject to confirmation by the County Council. If you have any questions about this offer, please do not hesitate to contact me.

Sincerely,

Richard S. Madaleno
Chief Administrative Officer

Enclosure: Total Rewards At-a-Glance

Accept

Not Accept

Signature

1/13/21
Date

Resolution: _____
Introduced: _____
Adopted: _____

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

Subject: County Executive's Appointment of Chief Labor Relations Officer

The County Council for Montgomery County, Maryland approves the following resolution:

The County Executive's appointment of Chief Labor Relations Officer

Jennifer Harling

The appointment of Ms. Harling is confirmed by the County Council.

This is a correct copy of Council action:

Selena Mendy Singleton, Esq.
Clerk of the Council

JENNIFER HARLING

EXPERIENCE

JENNIFER HARLING, ESQ.
Business Agent/Consultant

08/2020- present

- Assist labor unions with all aspects of union business to include organizing, negotiations, and litigation.
- Represent employees and unions at arbitration and before the Federal Labor Relations Authority, Equal Employment Opportunity Commission, and the Merit Systems Protection Board.
- Represent unions in contract negotiations and in mediation with the Federal Mediation and Conciliation Service and at impasse proceedings before the Federal Service Impasses Panel.

NATIONAL TREASURY EMPLOYEES UNION, Washington, DC
Assistant Counsel for Negotiations

07/2014-08/2019

- Served as NTEU's Chief Negotiator in negotiating national collective bargaining agreements with federal agencies including the Department of Health and Human Services, Internal Revenue Service, Customs and Border Protection, Federal Communications Commission, and Nuclear Regulatory Commission.
- Managed complex national litigation at arbitration and before the Federal Labor Relations Authority.
- Served as NTEU's Chief Negotiator in federal mediation and impasse procedures.
- Counseled NTEU's National President on legal strategy and actions to ensure stakeholder satisfaction.
- Established relationships and worked closely with stakeholders in order to protect the rights and interests of represented employees.
- Worked with NTEU's Public Relations and Legislative departments in drafting and editing press releases, media statements, responses to Congress, campaign materials, and national communications on behalf of the National President.
- Served as Co-Chair of multiple committees and workgroups within federal agencies.
- Served on NTEU's Sexual Harassment Workgroup to address workplace harassment and create internal policy.

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, Washington, DC
Attorney Advisor

01/2010-07/2014

- Represented employees and local unions in labor disputes between AFGE and the Department of Veterans Affairs.
- Managed complex litigation at arbitration and before the Federal Labor Relations Authority, Merit Systems Protection Board, and Equal Employment Opportunity Commission.
- Negotiated collective bargaining agreements on behalf of local unions.
- Provided legal advice to local unions.

DEPARTMENT OF VETERANS AFFAIRS, Washington, DC
Attorney Advisor

08/2008-07/2014

- Drafted legal decisions regarding veterans' claims for disability benefits, in accordance with applicable regulations and statutes.

EDUCATION

Georgetown University Law Center
Visiting Student, Women's Law and Public Policy Fellow

2007-2009

Charleston School of Law, Juris Doctor
Charleston Law Review, Research Editor

2008

Jessup International Law Moot Court Competition, Participant

University of Tennessee, Bachelor of Science in Communications
Double Major in Advertising and French Language

2002

BAR MEMBERSHIP

District of Columbia (active); Virginia (inactive); North Carolina (admission pending)