



Committee: GO
Committee Review: Completed
Staff: Christine Wellons, Senior Legislative Attorney
Purpose: To introduce agenda item – no vote expected
Keywords: #FOP #CollectiveBargaining

AGENDA ITEM #5A
April 26, 2022
Introduction

SUBJECT

Resolution to indicate the Council's intent to approve or reject provisions of the Collective Bargaining Agreement with the Fraternal Order of Police (FOP) Lodge 35

Lead Sponsor: Government Operations & Fiscal Policy Committee

EXPECTED ATTENDEES

None

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

- Introduction of a resolution
- The GO Committee supports (3-0) all provisions of the resolution, with the exception of the provision regarding non-HMO group insurance premiums.
- The Committee voted 2-0 (with Councilmember Friedson opposing) to support the Executive's proposal to increase the County share of non-HMO group insurance premiums from 75% to 80%.

DESCRIPTION/ISSUE

The resolution would indicate the Council's intent to approve or reject terms of a Collective Bargaining Agreement with the FOP, as applicable to Fiscal Year 2023.

SUMMARY OF KEY DISCUSSION POINTS

N/A

This report contains:

Resolution

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Resolution No.:

Introduced: April 26, 2022

Adopted: _____

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsor: Government Operations & Fiscal Policy Committee

SUBJECT: Collective Bargaining Agreement with the Fraternal Order of Police (FOP) Lodge 35– Fiscal Year 2023

Background

1. Section 510 of the County Charter requires the County Council to provide by law for collective bargaining with binding arbitration with an authorized representative of the County police officers.
2. Chapter 33, Article V of the County Code implements Section 510 of the Charter and provides for collective bargaining with representatives of certain police officers and for review of the resulting agreement by the County Council.
3. On April 1, 2022, the County Executive submitted to the Council amendments to the collective bargaining agreement (the “Agreement”) between the County government and Fraternal Order of Police for the years July 1, 2020 through June 30, 2023.
4. The County Executive outlined the terms and conditions of the Agreement that require or may require an appropriation of funds or changes in any County law or regulation in FY22.
5. The County Council is required by law to indicate on or before May 1 its intention regarding the appropriation of funds or any legislation or regulations required to implement the Agreement or to extend the time to do so.

Action

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

- A. For FY2023, the County Council intends to approve the following provisions of the Agreement, which require FY2023 appropriations:
 - 1. *Field training differential.* The Agreement requires an increase in the field training differential from \$3.50 an hour to \$6.00 for eligible employees. The anticipated fiscal impact of this provision for FY2023 is \$59,092.
 - 2. *General wage adjustment.* The Agreement requires a 3.5% GWA and 3.0% GWA in July 2022 and January 2023, respectively. The anticipated fiscal impact of the wage adjustments is \$5,834,029 in FY2023 over FY2022.
 - 3. *Service Increments.* The Agreement requires 3.5% service increments for eligible members. The anticipated FY23 fiscal impact of the increments is \$1,000,025 over FY2022.
 - 4. *Longevity adjustments.* The Agreement requires adjustments for longevity steps for eligible members at 15, 17, and 20 years of service. The anticipated fiscal impact of these adjustments on FY2023 expenditures over FY2022 expenditures is \$2,591,421.
 - 5. *Salary schedule adjustment.* The Agreement requires a 3.5% salary increase for certain employees, with an anticipated fiscal impact of \$1,493,033 for FY2023.
 - 6. *Longevity step increase.* The Agreement requires a longevity step increase of 3.5% for eligible employees. The anticipated fiscal impact of this provision for FY2023 is \$285,565.
- B. For FY2023, the County Council intends to approve any provision of the Agreement:
 - 1. that the Council approved for a prior fiscal year; and
 - 2. for which the Executive has not identified an increased fiscal impact for FY2023 over FY2022.
- C. For FY23, the County Council intends to approve the provision of the Agreement that would increase the County share of non-HMO group insurance premiums from 75% to 80%.

This is a correct copy of Council action.

Judy Rupp, Clerk of the Council