



Committee: GO

Committee Review: Completed

Staff: Christine Wellons, Senior Legislative Attorney

Purpose: To introduce agenda item – no vote expected

Keywords: #MCGEO #CollectiveBargaining

AGENDA ITEM #5B

April 26, 2022

Introduction

SUBJECT

Resolution to indicate the Council's intent to approve or reject provisions of the Collective Bargaining Agreement with the Municipal and County Government Employees' Organization (MCGEO), Local 1994

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 MCGEO, 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 Municipal and County Government Employees' Organization (MCGEO), Local 1994 – Fiscal Year 2023

Background

1. Section 511 of the County Charter authorizes the County Council to provide by law for collective bargaining, with arbitration or other impasse resolution procedures, with authorized representatives of County government employees.
2. Chapter 33, Article VII of the County Code implements Section 511 of the Charter and provides for collective bargaining by the County Executive with the certified representatives of County employees, and for review of the resulting contract by the County Council.
3. On April 1, 2022, the County Executive resubmitted to the Council a collective bargaining agreement (the “Agreement”) between the County government and Municipal and County Government Employees Organization effective July 1, 2020 through June 30, 2023, as amended on March 31, 2021.
4. The Executive has identified the terms and conditions of the agreement that require or may require an appropriation of funds, or changes in any County law or regulation, for FY2023.
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 agreements unless the Council extends the date.

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 an appropriation or may have increased fiscal impacts for FY2023 over FY2022:
1. *General wage adjustment.* The Agreement requires a \$4,333 general wage adjustment payable on the last pay period in June 2023, which is expected to result in an increase of \$1,038,608 in FY2023 expenditures over FY2022 expenditures.
 2. *Lump Sum Payments.* The Agreement requires a \$600 lump sum payment to each unit member who is at the top of grade and not eligible to receive a service increment, payable on the first pay period in July 2022. The lump sum payments are expected to result in an increase of \$1,055,791 in FY2023 expenditures over FY2022 expenditures.
 3. *Service increments.* The Agreement requires a 3.5% service increment for eligible bargaining unit members on their anniversary dates, which is expected to result in an increase of \$3,899,678 in FY2023 expenditures over FY2022 expenditures.
 4. *Service increments for FY2011.* The Agreement requires a 1.25% service increment for eligible bargaining unit members who would have been eligible to receive a service increment in FY11. This service increment is expected to result in an increase of \$593,688 in FY2023 expenditures over FY2022 expenditures.
 5. *Longevity step increments.* The Agreement requires a longevity step increment of 2.5%, 3%, or 3.5% for certain bargaining unit members. These step increments are expected to result in an increase of \$336,996 in FY2023 expenditures over FY2022 expenditures.
 6. *Seasonal employees.* For seasonal employees, the Agreement requires a \$1.00 wage adjustment in FY23, \$0.50 of which is applicable the first full pay period of FY23, and \$0.50 of which is applicable the last full pay period of FY23. This wage adjustment is expected to result in an increase of \$92,723 in FY2023 expenditures over FY2022 expenditures.
- 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. 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