



Committee: Directly to Council
Committee Review: N/A
Staff: Judy Rupp, Clerk of Council
Purpose: To interview
Keywords: #CouncilAppointments

AGENDA ITEM #3
October 18, 2022
Interview

SUBJECT

Interviews for the vacancy on the Merit System Protection Board (MSPB).

EXPECTED ATTENDEES

Dr. Chiles and Ms. Koppel, candidates for the MSPB vacancy.

COUNCIL DECISION POINTS & COMMITTEE RECOMMENDATION

None.

DESCRIPTION/ISSUE

The Montgomery County Council is seeking applicants to serve on the Merit System Protection Board. The term of Ms. Chiles expires December 31, 2022.

In addition to Ms. Chiles (Democrat), other members of the Board are Harriet Davidson (Democrat), and Barbara S. Fredericks (Unaffiliated). By law, no more than two of the three members of the Merit System Protection Board may be of the same political party. The appointee for this position may be Republican, Democrat, someone who declines to affiliate with a party, or a member of another party officially recognized by the Board of Elections.

SUMMARY OF KEY DISCUSSION POINTS

Not applicable.

This report contains:

MSPB background @ 1
Press Release @ 2-3

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MERIT SYSTEM PROTECTION BOARD BACKGROUND

Membership: Three members who are qualified voters of the County are appointed by the Council. Not more than two members of the Board can be members of the same political party. No member shall hold political office or participate in any campaign for any political or public office during the member's term of office. Any member appointed to fill a vacancy occurring prior to the expiration of a term is appointed only for the remainder of that term.

Term: Three years. Board elects its own chair each year.

Compensation: Annual salary of the members for 2022 is \$8,275.45, and \$10,613.88 for the Chair. These salaries are adjusted annually to reflect 50 percent of the percentage change in the Washington Area Consumer Price Index.

Financial Disclosure: Must file a public financial disclosure statement under oath.

Duties and Responsibilities:

- Protect the merit system and protect employee and applicant rights guaranteed under the merit system.
- Hear and decide disciplinary appeals or grievances upon the request of a merit system employee who has been removed, demoted or suspended.
- Comment on any proposed changes in the merit system law or regulations.
- Review and study the administration of the County classification and retirement plans and other aspects of the merit system and transmit to the Chief Administrative Officer, Executive and Council its findings and recommendations.
- Conduct or authorize periodic audits of classification assignments made by the Chief Administrative Officer and of the general structure and internal consistency of the classification plan and submit audit findings and recommendations to the Executive and Council.
- Meet and confer with the Chief Administrative Officer, and employees, and their organizations to review the need to amend the Personnel Regulations.
- From time to time, prepare and recommend to the Council modifications to the County's system of retirement pay.
- Conduct such special studies and audits on any matter relating to personnel as may be periodically requested by Council.
- Publish at least annually abstracts of its decisions, rulings, opinions and interpretations, and maintain a permanent record of its decisions.
- Annually review all personnel-related actions of the Fire and Rescue Commission and local corporations to insure reasonable uniformity.

Current Members:

Harriet Davidson (Dem) - term expires December 2023

Sonya Chiles (Dem) - term expires December 2022

Barbara Fredericks (Unaffiliated) - term expires December 2024

County Council Seeks Applicants for the Merit System Protection Board

Application Deadline Wednesday, Sept. 7, at 5 p.m.

ROCKVILLE, Md., August 10, 2022 - The Montgomery County Council is seeking applicants to serve on the Merit System Protection Board. The term of Ms. Chiles expires December 31, 2022. Ms. Chiles has indicated she will apply for reappointment.

Letters of application must be received no later than 5 p.m. on Wednesday, September 7.

In addition to Ms. Chiles (Democrat), other members of the Board are Harriet Davidson (Democrat), and Barbara S. Fredericks (Unaffiliated). By law, no more than two of the three members of the Merit System Protection Board may be of the same political party. The appointee for this position may be Republican, Democrat, someone who declines to affiliate with a party, or a member of another party officially recognized by the Board of Elections.

Generally, the Board oversees the Merit System and protects employee and applicant rights guaranteed under the County Merit System. The Board processes grievance and disciplinary appeals by issuing written decisions following review of written records or after conducting appropriate hearings.

The Board normally meets once per month during the day for approximately two hours, additional time is also required for preparatory work. Hearings are scheduled with consideration given to Board availability and held during the day. Duration of hearings are dependent upon issues of a given case and may last more than one day.

The Board, on a periodic basis, also conducts special studies, audits, or inquiries of the administration of the merit and retirement pay systems and, in this effort, may compel the attendance of witnesses. The Board also reviews and approves the creation of occupational classifications, certain personnel transactions, and provides comments on any proposed changes in Merit System law or regulations.

Members of the Board currently receive \$8,275.45 per year, which is adjusted annually in December to reflect 50 percent of the percentage change in the Washington Area Consumer Price Index. The Chair receives \$10,613.88 per year, also CPI adjusted annually.

Board members are restricted in political activity while serving. Section 403 of the County Charter states, in part: "No member shall hold political office or participate in any campaign for any political or public office during the member's term of office." Members of County Boards, Committees and Commissions may not serve on more than one such group at a time.

Applicants should send a letter expressing interest, including a resume (no more than 4 pages in length) listing professional and civic experience, political party affiliation, home address, and email address to Council President Gabe Albornoz, via email to

County.Council@MontgomeryCountyMD.gov or by mail to County Council Office, Stella B. Werner Council Office Building, 100 Maryland Avenue, Rockville, MD, 20850.

Letters of application must be received no later than 5 p.m. on Wednesday, September 7. A financial statement of assets, debts, income, and family property interests will be required of all applicants. Any interviews held are open to the public and will be televised, streamed live and available on YouTube and Facebook.

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