AN EXPEDITED ACT to:

(1) modify the uniform salary plan for County employees to include salary schedules for sworn deputy sheriff managers and uniformed correctional managers;

(2) establish factors on which the Chief Administrative Officer must base any recommended amendment to these salary schedules;

(3) exclude certain occupational classes from a requirement that all occupational classes be paid certain comparable salaries; and

(4) generally amend the law governing salary schedules for County employees.

By amending
Montgomery County Code
Chapter 33, Personnel and Human Resources
Section 33-11

The County Council for Montgomery County, Maryland approves the following Act:
Sec. 1. Section 33-11 is amended as follows:

33-11. Classification; salary and wage plans.

* * *

(b) Uniform salary plan.

(1) The uniform salary plan consists of:

(A) salary schedules for employees represented by certified employee organizations;

(B) a minimum wage/seasonal salary schedule;

(C) a salary schedule for sworn police managers;

(D) a salary schedule for uniformed fire/rescue managers;

(E) a salary schedule for sworn deputy sheriff managers;

(F) a salary schedule for uniformed correctional managers;

(G) a salary schedule for employees in positions included in the Management Leadership Service; and

(F) a general salary schedule for all other employees.

(2) The Chief Administrative Officer may recommend to the County Council amendments to the uniform salary plan.

* * *

(8) The Chief Administrative Officer must base any recommendation to amend the police management salary schedule on:

(A) police management salary rates in neighboring jurisdictions;
(B) [police] County collective bargaining agreements that establish the pay and benefits of police officers;

(C) other pay and benefits available to police management;

(D) availability of funds; and

(E) any other relevant factors.

(9) The Chief Administrative Officer must base any recommendation to amend the fire/rescue management salary schedule on:

(A) fire/rescue management salary rates in neighboring jurisdictions;

(B) [fire/rescue] County collective bargaining agreements that establish the pay and benefits of uniformed fire/rescue employees;

(C) other pay and benefits available to fire/rescue management;

(D) availability of funds; and

(E) any other relevant factors.

(10) The Chief Administrative Officer must base any recommendation to amend the sworn deputy sheriff management salary schedule on:

(A) salary rates of sworn deputy sheriff managers in neighboring jurisdictions;

(B) County collective bargaining agreements that establish the pay and benefits of deputy sheriffs;
(C) other pay and benefits available to sworn deputy sheriff managers;
(D) availability of funds; and
(E) any other relevant factors.

(11) The Chief Administrative Officer must base any recommendation to amend the uniformed correctional management salary schedule on:

(A) salary rates of uniformed correctional managers in neighboring jurisdictions;
(B) County collective bargaining agreements that establish the pay and benefits of correctional officers;
(C) other pay and benefits available to uniformed correctional managers;
(D) availability of funds; and
(E) any other relevant factors.

[(10)] (12) The Chief Administrative Officer must ensure that all occupational classes, except those on the minimum wage/seasonal salary schedule, police management salary schedule, fire/rescue management salary schedule, sworn deputy sheriff management salary schedule, deputy sheriffs salary schedule, police bargaining unit salary schedule, fire/rescue bargaining unit salary schedule, and Management Leadership Service salary schedule, [involving]] that require comparable experience and
have comparable duties, [experience,] responsibilities, and
authority are paid comparable salaries that reflect the relative
value of the services performed, except occupational classes on
the salary schedules for:

(A) sworn police managers;
(B) uniformed fire/rescue managers;
(C) sworn deputy sheriff managers;
(D) uniformed correctional managers;
(E) deputy sheriffs in the Office, Professional, and Technical
    bargaining unit;
(F) the police bargaining unit;
(G) the fire/rescue bargaining unit;
(H) Management Leadership Service; and
(I) minimum wage/seasonal employees.

[(11)] (13) The Chief Administrative Officer may recommend
compensation policies for overtime, pay differentials, and other
salary and wage benefits to the County Council. The County
Council must approve any such policy or benefit.

[(12)] (14) Any plan, policy, or schedule approved by the County
Council under this subsection is subject to the provisions of this
Chapter regarding employees who are represented by a certified
employee organization.

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Sec. 2. Expedited Effective Date.

The Council declares that this legislation is necessary for the immediate protection of the public interest. This Act takes effect on the date on which it becomes law.

Approved:

Thomas E. Perez, President, County Council                      Date 6/30/05

Approved:

Douglas M. Duncan, County Executive                      Date 7/11/05

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council                      Date