COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: Council President at the Request of the County Executive

AN EXPEDITED ACT to:

(1) modify the uniform salary plan for County employees to include a salary schedule for medical doctors;

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

(3) exclude medical doctors 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 medical doctors;

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

[(H)] (I) 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.

(3) The Council must approve the uniform salary plan and any amendments by resolution.

(4) In approving the salary plan or amendments, the Council may consider such factors as:

(A) experience;

(B) prevailing salary rates for comparable services in both the public and private sectors;

(C) County collective bargaining agreements;
(D) living costs; and

(E) other employee benefits.

(5) A salary schedule must include grades and a salary rate or salary range for each grade.

(6) The Chief Administrative Officer must assign each occupational class to an appropriate grade under an approved salary schedule.

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(12) The Chief Administrative Officer must base any recommendation to amend the medical doctors' salary schedule on:

(A) salaries of medical doctors employed in the public and private sectors in Montgomery County;

(B) salaries of medical doctors employed in the public and private sectors in neighboring jurisdictions;

(C) other pay and benefits available to medical doctors;

(D) availability of funds; and

(E) any other relevant factors.

[(12)] (13) The Chief Administrative Officer must ensure that all occupational classes that require comparable experience and have comparable duties, 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) medical doctors;
(I) Management Leadership Service; and
[(I)] (I) minimum wage/seasonal employees.

[(13)] (14) 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.

[(14)] (15) 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

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:

George L. Leventhal, President, County Council

Date

Approved:

Douglas M. Duncan, County Executive

Date

This is a correct copy of Council action.

Linda M. Lauer, Clerk of the Council

Date