

Expedited Bill No. 14-06  
Concerning: Personnel – Salary  
Schedules – Medical Doctors  
Revised: April 10, 2006 Draft No. 1  
Introduced: April 18, 2006  
Enacted: June 27, 2006  
Executive: July 6, 2006  
Effective: July 6, 2006  
Sunset Date: None  
Ch. 18, Laws of Mont. Co. 2006

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

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By: Council President at the Request of the County Executive

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**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

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
<u>Double underlining</u>	<i>Added by amendment.</i>
[[Double boldface brackets]]	<i>Deleted from existing law or the bill by amendment.</i>
* * *	<i>Existing law unaffected by bill.</i>

*The County Council for Montgomery County, Maryland approves the following Act:*



- 27 (D) living costs; and
- 28 (E) other employee benefits.
- 29 (5) A salary schedule must include grades and a salary rate or salary
- 30 range for each grade.
- 31 (6) The Chief Administrative Officer must assign each occupational
- 32 class to an appropriate grade under an approved salary schedule.

33 \* \* \*

34 (12) The Chief Administrative Officer must base any recommendation

35 to amend the medical doctors' salary schedule on:

- 36 (A) salaries of medical doctors employed in the public and
- 37 private sectors in Montgomery County;
- 38 (B) salaries of medical doctors employed in the public and
- 39 private sectors in neighboring jurisdictions;
- 40 (C) other pay and benefits available to medical doctors;
- 41 (D) availability of funds; and
- 42 (E) any other relevant factors.

43 [(12)] (13) The Chief Administrative Officer must ensure that all

44 occupational classes that require comparable experience and have

45 comparable duties, responsibilities, and authority are paid

46 comparable salaries that reflect the relative value of the services

47 performed, except occupational classes on the salary schedules

48 for:

- 49 (A) sworn police managers;
- 50 (B) uniformed fire/rescue managers;
- 51 (C) sworn deputy sheriff managers;

- 52 (D) uniformed correctional managers;
- 53 (E) deputy sheriffs in the Office, Professional, and Technical
- 54 bargaining unit;
- 55 (F) the police bargaining unit;
- 56 (G) the fire/rescue bargaining unit;
- 57 (H) medical doctors;
- 58 (I) Management Leadership Service; and
- 59 [(I)] (J) minimum wage/seasonal employees.

60 [(13)] (14) The Chief Administrative Officer may recommend  
61 compensation policies for overtime, pay differentials, and other  
62 salary and wage benefits to the County Council. The County  
63 Council must approve any such policy or benefit.

64 [(14)] (15) Any plan, policy, or schedule approved by the County  
65 Council under this subsection is subject to the provisions of this  
66 Chapter regarding employees who are represented by a certified

67 \* \* \*

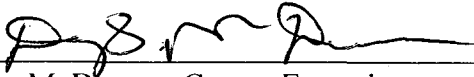
68 **Sec. 2. Expedited Effective Date.**

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

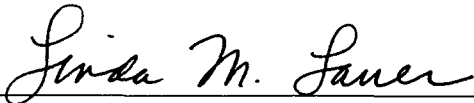
72 *Approved:*

73  6/27/06  
\_\_\_\_\_  
George L. Leventhal, President, County Council Date

74 *Approved:*

75  7/6/06  
\_\_\_\_\_  
Douglas M. Duncan, County Executive Date

76 *This is a correct copy of Council action.*

77  7/10/06  
\_\_\_\_\_  
Linda M. Lauer, Clerk of the Council Date