

Montgomery County Council

Testimony on behalf of County Executive Marc Elrich on Expedited Bill 33-21, Personnel -
Employee's Retirement System - Group E – Amendments

September 14, 2021

1:30 p.m.

Good afternoon Council President Hucker and Councilmembers, my name is Jennifer Harling, Director of the Office of Labor Relations. I am here on behalf of the County Executive in support of Expedited Bill 33-21, Personnel - Employee's Retirement System - Group E – Amendments.

The County Executive is committed to treating employees equitably for the work they perform and was pleased to offer Expedited Bill 33-21 for introduction. Bill 33-21E affords the same retirement benefit to resident supervisors and other employee classes performing similar work, such as Correctional Specialists.

In broad terms, the Resident Supervisor (RS) and Correctional Specialist (CS) classes of positions have similar, though not identical, responsibilities for and interactions with the offender-resident populations and correctional facility personnel. Resident Supervisors and Correctional Specialists work with individuals remanded to the Department of Corrections and Rehabilitation (DOCR). Resident Supervisors work within a residential housing unit (like a halfway house), and Correctional Officers working within a confined housing unit (incarcerated individuals serving time locally, being transferred to State facility to serve time, or waiting for a case to go to court). Both positions monitor and counsel offenders-residents on such matters as substance abuse treatment and rehabilitation, facility-based rules and protocols, community and family reintegration, and behavioral reform and mental health services. Both positions may require some confrontation with offenders-residents in enforcing facility and programmatic rules and regulations. In sum, while there are specific duties and functions attendant to each class of positions, the "law enforcement" categorization and functions appear to apply to both classes in more-or-less equal measure.

Accordingly, as outlined in the agreement between the County and MCGEO, the responsibilities of Resident Supervisors are sufficiently similar to other Uniformed Correctional Officers as defined by County Code Section 33-38A(c)(1) to justify the inclusion of Resident Supervisors in Retirement Group E and the Deferred Retirement Option Plan (DROP). Ten employees in the resident supervisor position would be eligible for DROP in the next three years, with five eligible currently.

Thank you.