



Questions and Answers (Q&A)

HR Liaison & MLS Live Event, March 19, 2021

The following questions were submitted by attendees during the March 19, 2021 HR Liaison & MLS Live Teams Event with OHR and MCtime. Answers were provided by subject matter experts.

Q: Regarding Dependent Recertification, if an employee's dependent was not listed in the information from BOLTON, how do they get that corrected?

They need to contact Bolton at 1-866-419-0055. There may be valid reasons why a dependent wasn't included. One example is that the dependent could also be a County employee (under the age of 26) and if they wanted to elect benefits through the County they can. We didn't think it was necessary to audit those types of relationships.

Q: What is the deadline for mid-year performance evaluations?

Mid-year performance discussions with employees should be completed by March 31, 2021.

Q: I understand that GSS employees that are at their top of grade salary who are not eligible for service increment nor 20-year longevity pay, receive 0 per the notice distributed. Is there any provision to receive performance-based pay per the MCPR 2001 Section 10.10.b?

Employees in this category will not receive an increase in the April 11 pay period, but the employees are eligible for the general wage adjustment of 1.5% effective in the June 20 pay period. Currently, a decision on the performance-based pay has not yet been determined.

Q: If an employee is already at the top of their pay grade and not yet eligible for longevity, do they get no raise?

An employee in this category will not receive a service increment but is eligible for the general wage adjustment of 1.5% effective in the June 20 pay period.

Q: Can you please provide clarification if non represented employees who are at the top of their grade and not eligible for longevity will not receive any increase on 4/11/2021.

Employees in this category will not receive an increase in the pay period April 11, however they are eligible for the general wage adjustment of 1.5% effective in the June 20 pay period.

Q: Could someone please elaborate a bit on this statement: "No change to the non-represented employee rate of 3.5% unless the top of their grade is less than 3.5%; then, the employee will receive an increase to the top of their grade." Will it be the usual 3.5% that will be the increase to top of grade?

The service increment percentage of 3.5% has not changed. However, if the 3.5% increase places the employee above the top of the salary grade, the employee will only receive a service increment up to the

top of the grade, not the full 3.5% increase. The less than 3.5% increase is to ensure the employee is not compensated above the maximum of the salary grade.

Q: Will MLS employees receive Performance Based Pay in FY21 or FY22?

MLS and PLS pay for performance is not included in the FY21 mid-year compensation increases; however, it is included in the FY22 recommended budget.

Q: I have serious concerns about the disconnect that OHR has with Agency with regards to Reclassifications especially the Program Manager positions. From my perspective it seems like OHR does not do enough of an extensive investigation in the reclass study. This has led to a serious problem that creates potential liability issues for programs when it could be easier to allow PMI to supervise which would eliminate those potential liabilities. My question is how do we work together Program and OHR to fix this?

OHR is definitely interested in understanding more about the issues and concerns related to the reclassifications and specifically the Program Manager positions. We are currently reviewing the preliminary findings from the Program Management Occupational Studies and will be discussing with departments, however, please do not hesitate to reach out to OHR Classification to discuss your specific issues and/or concerns.