



## Questions and Answers (Q&A)

### HR Liaison & MLS Live Event, June 25, 2021

The following questions were submitted by attendees during the June 25, 2021 HR Liaison & MLS Live Teams Event with OHR and OLR. Answers were provided by subject matter experts.

**Q: Is there a special pay code used in Mctime to show the acting pay per hour for those in acting positions?**

A: Effective in the July 4 pay period, a new pay code "Acting Promo" will be available. A job aid will be created and posted to the Mctime Informational Website detailing the eligibility of using the "Acting Promo" pay code.

**Q: Will the new pay change for staff in acting positions impact those already in an acting position?**

A: If the effective date of the temporary pay is July 4, 2021 and the MCGEO employee is currently in an acting capacity on July 4, the employee is eligible for the additional \$5 per hour pay.

**Q: Can someone be in an acting position for just a week and get the differential? How is filling in for someone's vacation versus long-term filling in for a vacancy distinguished?**

A: Yes, MCGEO employees assuming any higher-grade duties are eligible for the differential which would include filling in for someone who is on vacation and/or temporarily filling in for a vacant position. Employees filling in for a long-term vacancy must meet the minimum requirements for the vacant position.

**Q: What constitutes field training pay? Please define this more clearly.**

A: The field training pay differential is set forth in Article 5 of the MCGEO CBA as follows:

5.22 Field Training Pay Differential Effective the first full pay period following July 1, 2019, Bus Operators, Police Telecommunicators, Correctional Officers, and Deputy Sheriffs assigned to train new unit members shall receive a field training pay differential of \$3.25 for each hour of training.

**Q: Is the \$600 lump sum for top of grade employees paid out on their anniversary date like a service increment, or do all eligible employees get the lump sum on 7/4/21?**

A: All eligible employees who are at top of grade as of 7/4/2021 will receive the \$600 lump sum effective 7/4/2021.

**Q: What is the max number of PTO hours that can be cashed out for MLS when retiring?**

A: MLS employees can cash out up to 600 hours

**Q: Is there an anticipated date for the conclusion of class studies?**

A: There are currently (4) FY21 occupational studies that are in different phases. However, OHR anticipates the Program Management Occupational study to be completed by the end of July. OHR will provide an update on the occupational studies to the respective departments by the end of July.

**Q: When can we expect information on the pass through for unrepresented employees from the recent CBA changes?**

A: Pass through information related to compensation is as follows: GWA, service increments and additional longevity step for Sheriff management which is reflected in the FY22 salary schedules are posted on the OHR website under compensation. The FY22 compensation changes memo will be posted next week which will reiterate the CBA and non-represented compensation changes as stated above.

**Q: If someone was a county employee in FY11, had a separation from the county since then but is now back, do they get the FY11 increment?**

A: A county employee is eligible for the FY11 postponed increment if they were an active MCGEO employee in FY11, are currently a MCGEO employee and the employee is not at top of grade.

**Q: Will the Montgomery County Personnel Regulations (MCPR) be searchable as one document as the MCGEO Contract is currently?**

The MCPR is currently available as one complete searchable document. Open [this link](#) to view the complete PDF document. With this open, press *Ctrl + F* at the same time on your keyboard. A search field will appear on the upper right where you can type your keyword(s) and find the relevant section(s) of the MCPR.