

**MEMORANDUM OF AGREEMENT
BETWEEN
THE MONTGOMERY COUNTY GOVERNMENT
AND THE
MUNICIPAL & COUNTY GOVERNMENT EMPLOYEES ORGANIZATION
UNITED FOOD & COMMERCIAL WORKERS, LOCAL 1994, AFL-CIO/CLC**

The following agreement is entered into between Montgomery County Government, Department of Health and Human Services (HHS) and United Food and Commercial Workers, Local 1994, Municipal and County Government Employees Organization (MCGEO), (hereinafter referred to collectively as the Parties), concerning a one-time lump sum retention incentive disbursed in two payments, for Community Health Nurse I/II and School Health Room Technician I/II bargaining unit employees who are in a merit position working in the School Health Services (SHS) program within HHS. This one-time lump sum retention incentive will also be provided to Substitute Community Health Nurse I/II and School Health Room Technician I/II working in the SHS program within HHS who qualify for bargaining unit representation pursuant to the Montgomery County Code and meet the threshold qualifications set forth below.

HHS received a grant award from the Maryland Department of Health (MDH) for the budget period July 1, 2021 - June 30, 2023. The Centers for Disease Control and Prevention (CDC) provided funding to the MDH to ensure state and local health departments are prepared to prevent, detect, respond to, mitigate, and recover from a variety of public health threats. This agreement provides Community Health Nurse I/II and School Health Room Technician I/II a retention incentive in recognition of the outsized impact the COVID-19 pandemic has had on the SHS program, particularly as it relates to staffing and retention. Separately, HHS would also like to acknowledge the work that Community Health Nurse I/II and School Health Room Technician I/II provided in order to keep Montgomery County constituents and students safe during the critical early stages of the pandemic.

Agreement

1. This retention incentive will be paid contingent on the conditions of the grant award with the Maryland Department of Health, CDC-RFA-TP18-1802, and subject to any extensions permissible by the grantor.
2. First Retention Incentive Payment
 - a. Permanent Community Health Nurse I/II and permanent School Health Room Technician I/II bargaining unit employees who are in a merit position working in the SHS program within HHS will receive a \$1,200 retention incentive payment. This payment will be disbursed the first full pay period following the full execution of this agreement.
 - b. Substitute Community Health Nurse I/II and School Health Room Technician I/II working in the SHS program within HHS who qualify for bargaining unit representation pursuant to the Montgomery County Code and have worked 100 hours from the start of the school year on August 23, 2022 through November 30, 2022 following completion of CNA certification will receive a one-time \$1,200 retention. This payment will be disbursed the first full pay period following the full execution of this agreement.

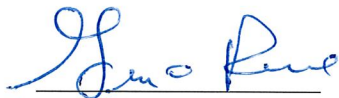
3. Second Retention Incentive Payment

- a. Permanent Community Health Nurse I/II and permanent School Health Room Technician I/II bargaining unit employees who are in a merit position working in the SHS program within HHS will receive a second \$1,200 retention incentive payment paid contingent on the conditions of the grant award with the Maryland Department of Health, CDC-RFA-TP18-1802, and subject to any extensions permissible by the grantor. This payment will be disbursed immediately on the first full pay period following approval of the Maryland Department of Health's no-cost extension and will be contingent on such approval.
 - b. Substitute Community Health Nurse I/II's and School Health Room Technician I/II's working in the SHS program within HHS who qualify for bargaining unit representation pursuant to the Montgomery County Code and have worked 100 hours from the start of the school year through November 30 of the same year in which the no-cost extension would allow, following completion of CNA certification, will receive a one-time \$1,200 retention paid contingent on the conditions of the grant award with the Maryland Department of Health, CDC-RFA-TP18-1802, and subject to any extensions and conditions permissible by the grantor. This payment will be disbursed the first full pay period following the approval of the Maryland Department of Health's no-cost extension and will be contingent on such approval.
4. The parties agree to discuss possible options to remedy the second \$1,200 retention incentive payment should the Maryland Department of Health's no-cost extension be denied.
 5. The parties agree that this one-time lump sum retention incentive is subject to all terms and procedures as prescribed in Section 10-17 of the Montgomery County Personnel Regulations, Recruitment and Retention Incentives.
 6. The retention incentive payments will not be added to the base salary.

The terms of this Agreement do not constitute any precedent or practice and will not be admissible as evidence in any future proceeding, except to enforce the terms herein. This agreement becomes effective on the date of the last signature below.

United Food & Commercial Workers
Local 1994

Montgomery County Government
Montgomery County, Maryland



Gino Renne
President

3/27/23

Date

James C. Bridgers, Ph.D.

Dr. James Bridgers
Acting Director, DHHS

Mar 27, 2023


Date



Jennifer Harling, Esq.
Chief Labor Relations Officer

3/28/2023
Date

Approved for form and legality by:


Edward E. Haenftling, Jr.
Associate County Attorney

3/28/2023
Date