

MEMORANDUM OF AGREEMENT  
BETWEEN  
MONTGOMERY COUNTY GOVERNMENT DEPARTMENT OF CORRECTION AND  
REHABILITATION  
AND  
UNITED FOOD AND COMMERCIAL WORKERS, LOCAL 1994, MUNICIPAL AND COUNTY  
GOVERNMENT EMPLOYEES' ORGANIZATION

The following agreement is entered into between Montgomery County Government, Department of Correction and Rehabilitation (DOCR) and United Food and Commercial Workers, Local 1994, Municipal and County Government Employees Organization (MCGEO), (hereinafter referred to collectively as the Parties), concerning a retention bonus, for all bargaining unit employees who are merit, Correctional Health Nurses, Nurse Practitioner and Licensed Practical Nurses working in the Department of Correction and Rehabilitation (DOCR).

AGREEMENT

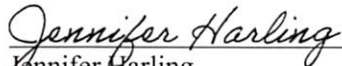
At the beginning of each first full pay period following July 1, 2023, all bargaining unit employees who are merit, Correctional Health Nurses, Nurse Practitioners or Licensed Practical Nurses working in the Department of Correction and Rehabilitation (DOCR) shall receive a \$2,200 annual, lump sum retention bonus payment after working (i.e., not on light duty, disability, extended leave or other leave status) for 75% (1560 hours) of the previous fiscal year. The 1560 hours shall include regular and overtime hours. The retention bonus will not be added to the base salary. Any bargaining unit employee receiving the retention bonus must remain a merit, Correctional Health Nurse or Licensed Practical Nurse within DOCR for one year after receiving the bonus and must agree to repay a prorated amount of the total bonus to the employer if the bargaining unit member does not continue working as a nurse in DOCR for the entire 1-year period. Eligibility for the DOCR Nurses Retention Bonus will sunset on June 30, 2026.

Effective Date and Expiration

The provisions of this Agreement will take effect upon the execution of the last signature below and will remain in effect until June 30, 2026.

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.

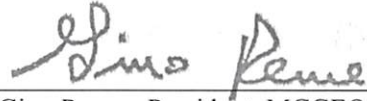
Montgomery County Government:



Jennifer Harling,  
Chief labor Relations Officer

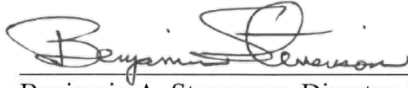
Date: 6/20/2024

MCGEO Local 1664:




Gino Renne, President, MCGEO

Date: 6/20/2024



Benjamin A. Stevenson, Director, DOCR

Date: June 26, 2024



County Attorney for Legality  
Edward E. Haenftling, Jr., Assistant County Attorney

Date: 6/20/2024