

Memorandum of Understanding between

UFCW Local 1994 MCGEO

and

**Montgomery County Government
Montgomery County Maryland**

This Memorandum of Understanding (MOU) between the Montgomery County Government (hereinafter, the "County") and UFCW Local 1994 MCGEO (hereinafter "MCGEO") hereby memorializes the agreements between the parties, arising out of collective bargaining negotiations that occurred during November 2019 through February 2020.

- (a) The County and MCGEO agree that it is a necessary undertaking for the County Office of Human Resources (OHR) to review the market status of Public Safety Communication Specialists, the eligibility for Group J retirement for certain Department of Correction and Rehabilitation (DOCR) employees, and the new employee orientation process.
- (b) OHR shall perform the appropriate classification and market comparability wage adjustment assessment for the Public Safety Communication Specialist job series. OHR will begin the assessment in March 2020 and will share the results of the assessment with MCGEO upon completion.
- (c) OHR will complete a position audit by no later than January 1, 2021 to determine whether the duties, responsibilities, and inmate exposure of employees in the DOCR Records Section satisfy the criteria for entry into Group J retirement. The Chief Administrative Officer shall review the results of the position audit within sixty (60) days and determine whether any action is necessary relative to the retirement group status of the DOCR Records Section bargaining unit employees.
- (d) OHR will work with MCGEO to develop language to be used by OHR during new employee orientation to introduce MCGEO and to promote the relationship between management and the union. The County will make appropriate audio-visual equipment available to the Union for presentation purposes.
- (e) OHR will review the current new employee orientation process to identify ways to improve efficiency and save time to be reallocated to the MCGEO presentation to new bargaining unit eligible employees.
- (f) Montgomery County Employee Retirement Plans (MCERP), and MCGEO will work to identify additional ways to provide education and information on the County Guaranteed Retirement Income Plan (GRIP) and Retirement Savings Plan (RSP) to bargaining unit members during the 150 day period to select which retirement plan to join.

MOU – OHR

(g) The terms herein are effective upon the execution of this MOU.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed hereto by their duly authorized officer and representatives, this 8th day of February 2020.

UFCW Local 1994, MCGEO:

Montgomery County, Maryland:

By: Gino Renne 2/8/20
Gino Renne Date
President

By: Steven Sluchansky 2/8/2020
Steven Sluchansky Date
Chief Labor Relations Officer

By: Berke Attila 2/8/2020
Berke Attila Date
Director

For Form and Legality

Edward E. Haenfling, Jr. 2/8/2020
Edward E. Haenfling, Jr. Date
Associate County Attorney