

**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.

1. The County and MCGEO agree that it is necessary to review the use of temporary positions as part of the County's overall personnel structure. Specifically, the parties agree that it is important to identify those positions that have historically been classified as temporary positions, but which have been filled in a manner to suggest the position should be a permanent position.
2. The County Office of Human Resources (OHR) shall work with MCGEO to identify the universe of temporary positions to be analyzed. Once the affected positions are identified, OHR shall compile data to assess how many months in the preceding 3-year period the position was filled by a temporary employee.
3. OHR shall undertake an assessment of any position identified as having been filled by a temporary appointment for an aggregate of twenty-four (24) months with the preceding 3-year period to determine if the position should be converted into a permanent position. Those identified positions whose scope of duties have remained static over those twenty-four (24) months shall be converted from temporary to permanent status.
4. OHR shall prepare a report to provide to MCGEO on or before July 1, 2020 identifying all temporary employee positions, positions numbers, employees who have worked in those positions, and the hours each employee has worked in that position.
5. OHR and MCGEO shall develop a written policy to provide guidance to affected employees.
6. The terms herein are effective upon the execution of this MOU.


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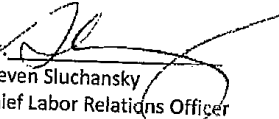
**Temporary Employee MOU**

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

**UFCW Local 1994, MCGEO:**

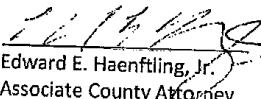
**Montgomery County, Maryland:**

By:  2/7/20  
Gino Renne Date  
President

By:  2/7/2020  
Steven Sluchansky Date  
Chief Labor Relations Officer

By:  2/7/2020  
Berke Attila Date  
Director

**For Form and Legality**

 2/7/2020  
Edward E. Haenftling, Jr. Date  
Associate County Attorney