

Subject: Worksession – FY20 Operating Budget, Compensation for Non-Represented County Employees	
Purpose: To make preliminary decisions – straw vote expected	
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Keywords: #MoCoBudget2020	

DESCRIPTION/ISSUE

At its April 30 worksession on compensation and benefits for all agencies, the Council deferred a final decision on pay adjustments for County Government non-represented employees. The Council indicated its general support for equity in pay adjustments for non-represented employees with other employee groups, consistent with long-standing County practice.

SUMMARY OF KEY DISCUSSION POINTS

- The County Executive's March 15 budget recommended FY20 general wage adjustments (GWAs) of 2.0% for non-represented employees and 2.4% for MCGEO employees. This broke with the long-standing practice of providing non-represented employees with the same GWA as received by MCGEO employees.
- In conjunction with the revised agreement between the County and MCGEO submitted on May 10, the Executive recommends a revised GWA for non-represented employees of 2.25% beginning in December – the same as for MCGEO employees in the revised agreement.
- The Executive does not recommend changes for non-represented employees with regard to other pay adjustments in FY20 (e.g., the past year service increment or lump sum payment).
- Council staff recommends that the Council support the Executive's revised proposal to provide a FY20 GWA for non-represented employees that is identical to the 2.25% GWA proposed for MCGEO employees

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