



**Committee:** GO  
**Committee Review:** Completed  
**Staff:** Craig Howard, Deputy Director  
**Purpose:** To make preliminary decisions – straw vote expected

AGENDA ITEM #3  
 May 12, 2021  
**Worksession**

**SUBJECT**

Office of Labor Relations and Labor Management Relations Committee Non-Departmental Account (NDA) FY22 Operating Budget

**EXPECTED ATTENDEES**

None

**FY22 COUNTY EXECUTIVE RECOMMENDATION**

Office of Labor Relations	FY21 Approved	FY22 CE Recommended	Change from FY21 Approved
<b>General Fund</b>	<b>\$1,505,670</b>	<b>\$1,605,890</b>	<b>6.7%</b>
Personnel Costs	\$1,127,640 8.0 FTEs	\$1,222,692 8.0 FTEs	8.4% --
Operating Costs	\$378,030	\$383,198	1.4%

Labor Management Relations Committee NDA	FY21 Approved	FY22 CE Recommended	Change from FY21 Approved
<b>General Fund</b>			
Operating Costs	\$100,000	\$100,000	--

**COMMITTEE RECOMMENDATIONS**

- The GO Committee recommends approval of the FY22 Office of Labor Relations Budget and the Labor Management Relations Committee NDA as submitted by the County Executive

**This report contains:**

GO Committee Staff Report (4/26/21)

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# FY22 Operating Budget: Committee Consent Calendar

GO Committee #5H

April 26, 2021

**Department/Office:** Office of Labor Relations (OLR) and Labor Management Relations Committee NDA

**Staff:** Craig Howard, Deputy Director

### 1. Staff Recommendation

Council staff recommends approval of the FY22 Office of Labor Relations Budget and the Labor Management Relations Committee NDA as submitted by the County Executive.

### 2. Summary of FY22 Recommended Budget

The County Executive’s complete FY22 Recommended Operating Budget for OLR and the Labor Management Relations Committee is attached at ©1-4.

Office of Labor Relations	FY21 Approved	FY22 CE Recommended	Change from FY21 Approved
<b>General Fund</b>	<b>\$1,505,670</b>	<b>\$1,605,890</b>	<b>6.7%</b>
Personnel Costs	\$1,127,640 8.0 FTEs	\$1,222,692 8.0 FTEs	8.4% --
Operating Costs	\$378,030	\$383,198	1.4%

Labor Management Relations Committee NDA	FY21 Approved	FY22 CE Recommended	Change from FY21 Approved
<b>General Fund</b>			
Operating Costs	\$100,000	\$100,000	--

### 3. Summary of FY22 Recommended Changes/Adjustments

- For OLR, an increase of \$100,220 for FY21 and FY22 compensation and benefit adjustments, annualization of FY21 personnel costs, retirement adjustments, and print and mail adjustments.



# Labor Relations

## RECOMMENDED FY22 BUDGET

\$1,605,890

## FULL TIME EQUIVALENTS

8.00

JENNIFER HARLING, CHIEF LABOR RELATIONS OFFICER

## MISSION STATEMENT

Fostering high-performing labor-management relationships through the use of collaborative and interest-based methods that demonstrate the possibilities of effective labor-management partnership and confirm the value of the County's workforce.

## BUDGET OVERVIEW

The total recommended FY22 Operating Budget for the Office of Labor Relations is \$1,605,890, an increase of \$100,220 or 6.66 percent from the FY21 Approved Budget of \$1,505,670. Personnel Costs comprise 76.14 percent of the budget for eight full-time position(s) and no part-time position(s), and a total of 8.00 FTEs. Total FTEs may include seasonal or temporary positions and may also reflect workforce charged to or from other departments or funds. Operating Expenses account for the remaining 23.86 percent of the FY22 budget.

## COUNTY PRIORITY OUTCOMES

While this program area supports all seven of the County Executive's Priority Outcomes, the following is emphasized:

**Effective, Sustainable Government**

## PROGRAM CONTACTS

Contact Jennifer Harling of the Office of Labor Relations at 240.777.5073 or Corey Orlosky of the Office of Management and Budget at 240.777.2762 for more information regarding this department's operating budget.

## PROGRAM PERFORMANCE MEASURES

Performance measures for this department are included below (where applicable). The FY21 estimates reflect funding based on the FY21 Approved Budget. The FY22 and FY23 figures are performance targets based on the FY22 Recommended Budget and funding for comparable service levels in FY23.

Measure	Actual FY19	Actual FY20	Estimated FY21	Target FY22	Target FY23
<b>Program Measures</b>					

Measure	Actual	Actual	Estimated	Target	Target
	FY19	FY20	FY21	FY22	FY23
Total number of Labor Management Relations Committee (LMRC) meetings held with the three County employee unions (MCGEO, FOP, and IAFF)	N/A	N/A	N/A	48	N/A
Percent of Labor Management Relations Committee (LMRC) meetings attended by an Office of Labor Relations representative	N/A	N/A	N/A	50%	50%
Percent of grievances by a bargaining unit resolved without the intervention of a third party	N/A	N/A	N/A	75%	75%
Number of trainings on labor relations offered to County employees	N/A	N/A	N/A	8	8
Number of County employees that attended trainings on labor relations <sup>1</sup>	N/A	N/A	N/A	N/A	N/A

<sup>1</sup> This Office was established for FY21 with new performance measures and is currently developing its FY21-23 projections and targets; Data prior to FY21 may be unavailable.

## PROGRAM DESCRIPTIONS

### Labor Relations

The Office of Labor Relations (OLR) administers the County's labor and employee relations programs. These include conducting collective bargaining with the three County unions and volunteer Firefighters; administering and ensuring compliance with collective bargaining agreements (CBAs) and other labor-management agreements and personnel regulations; managing collaborative labor-management programs and joint initiatives, including Labor-Management Relations Committees (LMRCs) and other joint committees; administering grievance and dispute procedures, including both negotiated and regulatory, including the Alternative Dispute Resolution and Conflict Facilitation processes, and facilitating the timely resolution of workplace disputes; advising County managers on CBA issues, personnel policies and procedures, and employee relations matters; conducting training for County managers and employees on labor-management and employee relations topics.

## BUDGET SUMMARY

	Actual FY20	Budget FY21	Estimate FY21	Recommended FY22	%Chg Bud/Rec
<b>COUNTY GENERAL FUND</b>					
<b>EXPENDITURES</b>					
Salaries and Wages	0	899,060	867,557	990,865	10.2 %
Employee Benefits	0	228,580	206,692	231,827	1.4 %
<b>County General Fund Personnel Costs</b>	<b>0</b>	<b>1,127,640</b>	<b>1,074,249</b>	<b>1,222,692</b>	<b>8.4 %</b>
Operating Expenses	0	378,030	378,030	383,198	1.4 %
<b>County General Fund Expenditures</b>	<b>0</b>	<b>1,505,670</b>	<b>1,452,279</b>	<b>1,605,890</b>	<b>6.7 %</b>
<b>PERSONNEL</b>					
Full-Time	0	8	8	8	—
Part-Time	0	0	0	0	—
FTEs	0.00	8.00	8.00	8.00	—

## FY22 RECOMMENDED CHANGES

	Expenditures	FTEs
<b>COUNTY GENERAL FUND</b>		
<b>FY21 ORIGINAL APPROPRIATION</b>	<b>1,505,670</b>	<b>8.00</b>
<b>Other Adjustments (with no service impacts)</b>		
Increase Cost: Annualization of FY21 Personnel Costs	56,679	0.00
Increase Cost: FY21 Compensation Adjustment	26,147	0.00
Increase Cost: FY22 Compensation Adjustment	9,871	0.00
Increase Cost: Print and Mail Adjustment	5,168	0.00
Increase Cost: Retirement Adjustment	2,355	0.00
<b>FY22 RECOMMENDED</b>	<b>1,605,890</b>	<b>8.00</b>

### FUNDING PARAMETER ITEMS

CE RECOMMENDED (\$000S)

Title	FY22	FY23	FY24	FY25	FY26	FY27
<b>COUNTY GENERAL FUND</b>						
<b>EXPENDITURES</b>						
<b>FY22 Recommended</b>	<b>1,606</b>	<b>1,606</b>	<b>1,606</b>	<b>1,606</b>	<b>1,606</b>	<b>1,606</b>
No inflation or compensation change is included in outyear projections.						
<b>Labor Contracts</b>	<b>0</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>19</b>
These figures represent the estimated annualized cost of general wage adjustments, service increments, and other negotiated items.						
<b>Subtotal Expenditures</b>	<b>1,606</b>	<b>1,625</b>	<b>1,625</b>	<b>1,625</b>	<b>1,625</b>	<b>1,625</b>

## KID Museum

The KID Museum is a non-profit organization serving families and elementary/middle school students that provides an experiential STEM and cultural learning center for children and families in the region. The KID Museum, in collaboration with Montgomery County Public Schools, provides offerings for schools and educators to make distance learning come alive for students. The KID Museum has partnered with Montgomery County to provide field trip, distance learning, and in class programs for students as well as extensive teacher training programs. The KID Museum has partnered with Montgomery County to reach children most affected by pandemic-related learning loss via in-person Educational Equity and Enrichment Hubs and has partnered with Identity, a community organization that serves Latinx youth and families.

FY22 Recommended Changes	Expenditures	FTEs
<b>FY21 Approved</b>	<b>0</b>	<b>0.00</b>
Increase Cost: Support for KID Museum Expansion	1,200,000	0.00
<b>FY22 Recommended</b>	<b>1,200,000</b>	<b>0.00</b>

## Labor Management Relations Committee

The Labor Management Relations Committee (LMRC) was established to foster cooperative labor relations between the County and employees in the Municipal and County Government Employees Organization (MCGEO) union. The committee attempts to resolve matters that affect bargaining unit employees, both County-wide and department-specific. This NDA provides funds to implement the recommendations of the LMRC.

FY22 Recommended Changes	Expenditures	FTEs
<b>FY21 Approved</b>	<b>100,000</b>	<b>0.00</b>
<b>FY22 Recommended</b>	<b>100,000</b>	<b>0.00</b>

## Leases

This NDA provides the funds necessary to lease privately owned real estate to accommodate County programs. Real property leased by the County includes office, warehouse, and retail space; child care space in schools; parking spaces; and space for communication antennas. Leasing property allows the County the flexibility to locate programs in the communities they serve and provides space for programs to operate when there is no County-owned space available. Further, it is an economical way to procure highly specialized, location-sensitive, and/or temporary space. For FY22, approximately 73 leased facilities are budgeted. The inventory of leases is constantly shifting as new leases are added and existing leases are terminated.

FY22 Recommended Changes	Expenditures	FTEs
<b>FY21 Approved</b>	<b>22,706,895</b>	<b>0.00</b>
Shift: End Chargebacks to Enterprise Funds for 255 Rockville Pike Lease	4,661,903	0.00
Increase Cost: FY22 New Leases	55,878	0.00
Decrease Cost: Net Maintenance Decrease for Leased Facilities	(36,182)	0.00
Decrease Cost: Estimated Net Decrease of Facility Leases	(270,791)	0.00
<b>FY22 Recommended</b>	<b>27,117,703</b>	<b>0.00</b>