

9/10/21

MEMORANDUM OF AGREEMENT

By and Between

**THE COUNTY OF MONTGOMERY,
THE MONTGOMERY COUNTY SHERIFF**

and the

**MONTGOMERY SHERIFF'S CORRECTIONS UNIT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL 294**

The January 1, 2013 through December 31, 2017 Collective Bargaining Agreement by and between the parties is hereby modified as follows. All other provisions remain unchanged except modification of dates where applicable. This Memorandum of Agreement is subject to approval/ratification by the respective parties.

1. **TERM.**

January 1, 2018 through December 31, 2023.

2. **ARTICLE 6, COMPENSATION.**

Effective January 1, 2018, the base salary shall be increased by 1.50%.

Effective January 1, 2019, the base salary shall be increased by 1.75%

Effective January 1, 2020, the base salary shall be increased by 2.00%

Effective January 1, 2021, the base salary shall be increased by 2.25%.

Effective January 1, 2022, the base salary shall be increased by 3.00%.

Effective January 1, 2023, the base salary shall be increased by 3.00%.

3. **ARTICLE 6, LONGEVITY.**

Effective January 1, 2020, the longevity schedule shall be modified as set forth in the salary schedule annexed hereto as Appendix B.

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4. **ARTICLE 6, COMPENSATION, RETROACTIVE SALARY.**

Retroactive pay will be made to those employees on the payroll as of ratification by the Montgomery County Legislature.

5. **ARTICLE 5, SECTION 4, MANAGEMENT RIGHTS.**

Remove the following sentence:

“The psychological testing shall be administered internally within the confines of the SHERIFF’S office.”

6. **ARTICLE 12, SECTION 11, SICK LEAVE.**

Modify to provide that effective January 1, 2021 the buyback shall be increased to \$80.00.

7. **ARTICLE 12, SECTION 14, SICK LEAVE.**

Modify to provide that effective January 1, 2021 the sick leave credit upon retirement shall be increased to \$80.00 per day.

8. **ARTICLE 12, SECTION 15, SICK LEAVE.**

Modify to provide that effective January 1, 2018, employees shall receive \$400.00 for each sixth month period (January – June, July – December) in which they do not sick leave, which payment shall be made in January of the following year.

Effective January 1, 2022, the amount shall be increased to \$450.00 for each sixth month period.

9. **ARTICLE 13, PERSONAL LEAVE.**

Delete Section 4 which currently provides as follows:

“No personal leaves will be granted immediately preceding or following vacation days or holidays.”

10. **ARTICLE 16, SECTION 1, HEALTH INSURANCE.**

Modify to provide as follows:

Effective January 1, 2022, employees who are contributing 7.5% of the health insurance premium shall contribute 15% of the premium.

Employees hired after January 1, 2022 shall contribute 20% of the premium.

11. **ARTICLE 22, SUBSTANCE ABUSE TESTING PROCEDURE.**

Modify to include a provision for post-accident drug and alcohol testing.

9/10/21

Dated: September 13, 2021


Dated: September 13, 2021

Dated: September 15, 2021

COUNTY OF MONTGOMERY

By: 

MONTGOMERY COUNTY
SHERIFF

By: 

MONTGOMERY COUNTY
SHERIFF'S CORRECTIONS
UNIT, I.B.T. LOCAL 294

By: 

Salary Schedule for 2018 Raise 1.50 % Teamsters											
Longevity #											
Years	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30+	
Buckets	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	
Longevity %	1.00%	1.00%	1.00%	1.00%	1.40%	1.40%	1.40%	1.40%	1.40%	1.40%	
Base											
36,730	37,281	37,654	38,027	38,399	38,772	39,891	40,413	40,935	41,456	41,978	42,500
42,723	43,364	43,798	44,231	44,665	45,099	46,399	47,007	47,614	48,221	48,828	49,435

Longevity # Years Buckets Longevity % Base	Salary Schedule for 2019					Raise 1.75 %	Teamsters				
	1	2	3	4		5-9	10-14	15-19	20-24	25-29	30+
	(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)	(9)	(10)
	1.00%	1.00%	1.00%	1.00%		1.40%	1.40%	1.40%	1.40%	1.40%	1.40%
37,281	37,933	38,312	38,692	39,071	39,450	40,588	41,119	41,650	42,181	42,713	43,244
43,364	44,123	44,564	45,005	45,447	45,888	47,212	47,829	48,447	49,065	49,682	50,300

Longevity # Years Buckets Longevity % Base	Salary Schedule for 2020					Raise 2.00 %	Teamsters 2				
	1	2	3	4		5-9	10-13	14-17	18-21	22-24	25+
	(1)	(2)	(3)	(4)		(5)	(6)	(7)	(8)	(9)	(10)
	1.25%	1.25%	1.25%	2.50%		3.00%	3.00%	3.25%	3.25%	3.25%	3.25%
37,933	38,692	39,176	39,666	40,162	41,166	42,401	43,673	45,092	46,557	48,070	49,632
44,123	45,005	45,568	46,138	46,715	47,883	49,319	50,799	52,450	54,155	55,915	57,732