



## AGREEMENT FOR FY12 AND 13

1. No salary increases or merit increases for FY12 and FY13 **except**:
  - a. One-time payment of one half (1/2) percent of base salary in FY12, paid no later than January 15, 2012, with no adjustment to base salary.
  - b. One-time payment of one and one half (1.5%) percent of base salary in FY13, paid no later than June 30, 2012, with no adjustment to base salary.
  - c. AFSCME shall be consulted and have input in the redesign of the salary schedule per the classification and compensation study, which shall be completed in FY12.
  - d. In the event financial situation changes and actual revenues for FY13 require or permit additional adjustments, or in the event COLA, step, merit increases or bonuses are negotiated and implemented in excess of two percent (2%) lump sum payments (during FY12 and FY13), for other employee groups at Montgomery College, Montgomery County Government, or Montgomery County Public Schools, both parties agree to promptly meet and negotiate in good faith.
  
2. **Stipends**. In the event the College provides stipends to those employees serving in leadership positions within the governance structure established by the College, any bargaining unit member serving in such position will be eligible.
  
3. **Education Assistance Program**. Language added to include all benefits under 35001CP of the College's Policies and Procedures, i.e., to include wellness programs, work-related conferences, registrations, professional memberships, etc.
  
4. Eligible to participate in the Reimbursement of **Travel-Related Expenses** of up to \$500 for (FY12-13), as per College Policies and Procedures 35001CP.
  
5. **Longevity Awards** shall be provided by the College pursuant to College Policies and Procedures 34001CP. This change makes employees who have completed 5 years and have at least satisfactory rating will receive a one-time longevity award of \$1,560 which shall be added to base salary and no longer a bonus.
  
6. **Contract Reopeners**. For FY14, added re-opening Article 11 in addition to two articles already allowed by each side, with written notice no later than September 1, 2012.

**Negotiation Team Members:** Liz Brandenburg, Carl Shorter, Dennis Mulligan, Peggy LaRocca, Dave Holcomb, and CJ Ross (Council 67 Rep)