

Bill No. 16-06

Concerning: Amendment to Frederick County Code,
Chapter 1-2-126. Negotiation of Wages and Benefits

Revised: _____ Draft No. _____

Introduced: February 2, 2016

Expires: _____

Enacted: March 8, 2016

Executive: Jan H. Gardner 3/4/14

Effective: May 7, 2016

Frederick County Code, Chapter 1-2, Section(s) 126

COUNTY COUNCIL FOR FREDERICK COUNTY, MARYLAND

By: Council President Bud Otis on behalf of County Executive Jan Gardner

AN ACT to: Amend Frederick County Code Ch. 1-2-126 - Negotiation of Wages and Benefits to permit collective bargaining with certain employees in the Fire and Rescue Services Division to begin on or after October 1 of each year and to require that the negotiations be completed by the following February 28 each year.

By amending:

Frederick County Code, Chapter 1-2, Section(s) 126

Other:

Boldface

Underlining

[Single boldface brackets]

Double underlining

[[Double boldface brackets]]

* * *

Heading or defined term.

Added to existing law by original bill.

Deleted from existing law by original bill.

Added by amendment.

Deleted from existing law or the bill by amendment.

Existing law unaffected by bill.

Bill No. 16-06

The County Council of Frederick County, Maryland, finds it necessary and appropriate to amend Chapter 1-2-126 to the Frederick County Code to permit collective bargaining with certain employees in the Fire and Rescue Services Division to begin on or after October 1 of each year and to require that the negotiations be completed by the following February 28 each year.

NOW, THEREFORE, BE IT ENACTED BY THE COUNTY COUNCIL OF FREDERICK COUNTY, MARYLAND, that the Frederick County Code be, and it is hereby, amended as shown on the attached Exhibit 1.



Harold F. (Bud) Otis, President
County Council of Frederick County,
Maryland

MJC 3/9/16

CHAPTER 1-2-126. NEGOTIATION OF WAGES AND BENEFITS

(A) *Meetings with exclusive representative.* The county's negotiation committee appointed under § 1-2-127 and the exclusive representative may meet and negotiate in good faith with respect to wages and benefits, but such negotiations may not compel either the county or the exclusive representative to agree to a proposal or require the making of a concession.

(B) *Number of participants.* During any collective bargaining, each party is allowed to have an equal number of representatives participate in the negotiations.

(C) *Time limit on negotiation.* Negotiation with the exclusive representative [should] may begin on or after [November 15] October 1 of each year. The county is not required to negotiate collectively with the exclusive representative if the exclusive representative is not certified by [November 15] October 1. Any negotiations with the exclusive representative must be completed each year by the following February [15] 28.

(D) *Subjects of negotiation.* Should an employee organization be certified as the exclusive bargaining representative, items that may be collectively bargained are:

- (1) Wages; and
- (2) Benefits including, but not limited to:
 - (a) Deferred compensation plan;
 - (b) Dental insurance;
 - (c) Health insurance;
 - (d) Holidays;
 - (e) Life insurance;
 - (f) Paid leave;
 - (g) Retirement or pension plan; and
 - (h) Tuition assistance.

(E) *Nonnegotiable subjects.* All other terms or conditions of employment are not negotiable.

Underlining indicates matter added to existing law by original bill.

[Single boldface brackets] indicate matter deleted from existing law by original bill.