

From: [DeRionne Pollard, Montgomery College President](#)
To: [MC Communications!](#)
Subject: County Council Action Requires Renegotiation of Pay Raises
Date: Tuesday, April 26, 2016 1:47:24 PM

MONTGOMERY COLLEGE
Office of the President

April 26, 2016

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MEMORANDUM

To: Montgomery College Colleagues
From: Dr. DeRionne P. Pollard, President
Subject: County Council Action Requires Renegotiation of Pay Raises

Press coverage of the Montgomery County budget is likely to intensify in the coming days as the county government completes next year's budget for the county and the College.

Let me be clear about this topic: pay raises for our faculty and staff—our most valuable assets—will be forthcoming in the upcoming fiscal year. However, changes to the increases are required based on an action taken this morning by the Montgomery County Council.

As part of the county council's budget deliberations, the council today expressed serious concern about the affordability of pay raises planned by all county agencies in fiscal year 2017, which starts on July 1, 2016. For this reason, the council directed the county government to reopen negotiations with its employees. With respect to Montgomery County Public Schools and Montgomery College, the council specifically said it will not support full implementation of the planned pay raises.

As a result, I have consulted with the Board of Trustees about inviting our bargaining units to renegotiate planned FY17 pay raises pursuant to our bargaining unit agreements.

The College values the work of our employees deeply, and has advocated tirelessly for salary increases. However, we recognize that the county itself faces significant fiscal challenges, some of which are beyond its control. While I still anticipate that salary increases for College employees in FY17 are possible, we should expect that they will be less than we had planned. This reality impacts both bargaining and non-bargaining employees at the College.

Although the authority regarding compensation rests with our Board of Trustees, our reliance on the county for more than 50 percent of our budget obligates us to address the council's concerns. We value our partnership with the county greatly and appreciate that it has invested consistently in our students, faculty, and staff over many years.

The council has expressed strong support for keeping College tuition affordable and continuing to invest in programs that support student achievement. The College must revisit its agreements on compensation within these parameters. For Montgomery College the council emphasized reducing the general wage adjustment (that is, the portion of a pay

increase also known as the “cost of living adjustment”).

I plan to move quickly on the county council’s request in order to protect our other operating funds and invite our collective bargaining units back into discussions. The College is well served by resolving this issue quickly, given the time limits of the county budget cycle.

Let me emphasize that we negotiated our bargaining unit contracts in good faith and achieved agreements that were similar to our peer organizations in the county. The issues raised now are due to financial limitations of our county and will apply to *all* agencies in the county, not just Montgomery College. While we would not have chosen this path ourselves, no one is losing a job, no furloughs are being discussed, and salaries are not decreasing. The result of this situation is that our raises for next year will be less than we had planned.

We will renegotiate the compensation section of contracts to terms that the council will find to be sustainable and still reflect the tremendous value of our employees. I will be in touch again once this process has been completed, likely mid- to late-May. Thank you for your patience and commitment to the College as we work through this important process.