

(9) "Employee" means a police officer who is ranked as a sergeant or below the rank of sergeant employed by MNCPPC.

(10) "Employee organization" means any organization of employees which has as one of its primary purposes representing law enforcement employees in collective bargaining.

(11) "Exclusive representative" means an employee organization that has been certified by the Commissioner as representing the employees of the bargaining unit.

(12) ["Fact-finding" means identification of the major issues in a particular impasse, review of the positions of the parties and resolution of factual differences by an impartial individual or panel, and the making of recommendations for settlement of the impasse.

(13)] "Grievance" means a dispute concerning the application or interpretation of the terms of the collective bargaining agreement or the rules and regulations of the MNCPPC.

[(14)](13) "Impasse" means failure of the MNCPPC and an exclusive representative to achieve agreement at least 30 days before the date that the MNCPPC budget is due for submission to the Montgomery County Council and the Prince George's County Council.

[(15)](14) "LABOR RELATIONS ADMINISTRATOR" MEANS AN EXPERIENCED NEUTRAL PARTY.

(15) "Mediation" means assistance by an impartial 3rd party to reconcile a dispute arising out of collective bargaining through interpretation, suggestion, and advice.

(16) "Strike" means an employee's refusal, in concerted action with others, to report for duty, or willful absence from the position, or stoppage of work, or abstinence in whole or in part from the proper performance of the duties of employment, for the purpose of inducing, influencing, or coercing a change in the wages, hours, or other terms and conditions of employment.

(17) "Supervisory employee" means an employee who serves at the rank or title of captain and above.

(b) (1) (I) THE LABOR RELATIONS ADMINISTRATOR SHALL BE APPOINTED FOR A 2-YEAR TERM BY THE MNCPPC AND THE EXCLUSIVE REPRESENTATIVE FROM A LIST OF FIVE NOMINEES ON WHICH THEY AGREE.

(II) IF NO EXCLUSIVE REPRESENTATIVE HAS BEEN CERTIFIED TO REPRESENT EMPLOYEES OF THE BARGAINING UNIT, THE MNCPPC SHALL APPOINT THE LABOR RELATIONS ADMINISTRATOR FOR A TERM NOT TO EXCEED 1 YEAR.

(III) A LABOR RELATIONS ADMINISTRATOR IS ELIGIBLE FOR REAPPOINTMENT AND MAY BE THE SAME PERSON AS THE LABOR RELATIONS ADMINISTRATOR APPOINTED UNDER § 2-112.1 OF THIS ARTICLE.