

(D) (1) ~~THE EXECUTIVE DIRECTOR~~ SECRETARY-TREASURER MAY NOT CERTIFY THAT THE COMMISSION MAY SOLICIT A SERVICE CONTRACT HAS COMPLIED WITH THE REQUIREMENTS OF THIS SECTION UNLESS THE COMMISSION:

(I) HAS TAKEN STEPS TO CONSIDER ALTERNATIVES TO THE SERVICE CONTRACT, INCLUDING REORGANIZATION, REEVALUATION OF SERVICE, AND REEVALUATION OF PERFORMANCE;

(II) HAS CONSULTED WITH THE CERTIFIED REPRESENTATIVE OF ANY COMMISSION EMPLOYEES WHO WILL BE ADVERSELY AFFECTED IF THE COMMISSION ENTERS INTO THE SERVICE CONTRACT; AND

(III) HAS DEMONSTRATED, BASED ON A COST COMPARISON ANALYSIS AND GOOD FAITH ESTIMATES, THAT THE COMMISSION WILL SAVE, OVER THE TERM OF THE SERVICE CONTRACT, 25% OR MORE OF THE VALUE OF THE SERVICE CONTRACT BY ENTERING INTO A SERVICE CONTRACT, AT LEAST AN AMOUNT EQUAL TO THE LESSER OF \$200,000 OR 20% OF THE ESTIMATED NET PRESENT VALUE OF THE COST OF THE SERVICE CONTRACT.

(2) THE COMMISSION SHALL ESTIMATE AND COMPARE AT LEAST THE FOLLOWING IN THE COST COMPARISON ANALYSIS:

(I) DIRECT COSTS, INCLUDING FRINGE BENEFITS AND THE ASSUMPTION THAT THE CONTRACTOR WILL PAY EMPLOYEES WHO PERFORM WORK UNDER THE SERVICE CONTRACT AT RATES COMPARABLE TO RATES IN ANY EXISTING COLLECTIVE BARGAINING AGREEMENT THE LESSER OF THE LABOR RATE ESTABLISHED AS THE COUNTY LIVING WAGE RATE FOR MONTGOMERY COUNTY OR PRINCE GEORGE'S COUNTY;

(II) INDIRECT OVERHEAD COSTS, INCLUDING THE PROPORTIONAL SHARE OF EXISTING ADMINISTRATIVE SALARIES AND BENEFITS, RENT, EQUIPMENT COSTS, UTILITIES, AND MATERIALS PROPERLY ALLOCABLE TO THE BARGAINING UNIT WORK OR SERVICE CONTRACT ACCORDING TO GENERALLY ACCEPTED ACCOUNTING PRINCIPLES; AND

~~(III) ANY CONTINUING OR TRANSITIONAL COSTS THAT WOULD BE DIRECTLY ASSOCIATED WITH CONTRACTING FOR THE SERVICES, INCLUDING UNEMPLOYMENT COMPENSATION AND THE COSTS OF TRANSITIONAL SERVICES;~~

(III) ANY COSTS ASSOCIATED WITH UNEMPLOYMENT COMPENSATION OR OUTPLACEMENT ASSISTANCE FOR DISPLACED EMPLOYEES.