

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC RESOLUTION NO. 15-11

FISCAL YEAR 2016 ANNIVERSARY (MERIT) PAY INCREMENT ADJUSTMENT
AND ADMINISTRATIVE LEAVE FOR
CERTAIN NON-REPRESENTED MERIT SYSTEM EMPLOYEES

WHEREAS, the Maryland-National Capital Park and Planning Commission submitted its proposed Fiscal Year 2016 operating and capital budget to the Montgomery and Prince George's County Councils in compliance with §18-105 of the Land Use Article of the Annotated Code of Maryland; and

WHEREAS, the respective County Councils on May 7, 2015 reviewed and together acted to approve the Bi-County budget items allocable to both counties, which with regard to compensation and benefit adjustments authorized compensation adjustments within the total dollars proposed by the Maryland-National Capital Park and Planning Commission ("Commission"); and

WHEREAS, eligible Merit System agency employees are organized into the Service/Labor, Office and Trade Bargaining Units and have elected the United Food and Commercial Workers, Local 1994, Municipal and County Government Employees' Organization (MCGEO) to be their exclusive representative for the purpose of collective bargaining with the Commission;

WHEREAS, the Commission approved Resolution 15-06, *Adoption Of The Collective Bargaining Agreement For Service/Labor, Office And Trade Units*, that includes a 1.75% Anniversary (merit) Pay Increment and a .5% (one-half of one percent) lump sum payment for employees at top-of-grade;

WHEREAS, the granting of twelve (12) hours of administrative leave for employees represented by MCGEO had been discussed with the Commissioners and agreed upon with MCGEO, but due to an administrative oversight was not included in the Exhibit A of Resolution 15-06, which presented a summary of the economic terms of the Collective Bargaining Agreement ; and

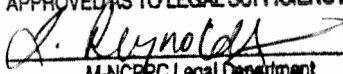
WHEREAS, the Commission's Merit System Rules and Regulations, Chapter 1200, Employee Compensation, awards an Anniversary (merit) Pay Increment, not to exceed a 3.5% increase in base pay, for successful job performance to Merit System employees.

NOW THEREFORE, BE IT RESOLVED that the Maryland-National Capital Park and Planning Commission hereby adopts a reduction of the FY 2016 maximum anniversary (merit) pay increment from 3.5% to 1.75% for all non-represented Merit System employees, except for Park Police Command Staff and Candidates; and

BE IT FURTHER RESOLVED that the Maryland-National Capital Park and Planning Commission hereby adopts a FY 2016 lump sum payment of .5% to all non-represented Merit System employees, except for Park Police Command Staff and Candidates, who have reached top-of-grade and are therefore, not eligible for an anniversary (merit) pay increment; and


BE IT FURTHER RESOLVED that the Maryland-National Capital Park and Planning Commission hereby approves the grant of twelve (12) hours of administrative leave to all non-represented Merit System employees, except for Park Police Command Staff and Candidates, to be effective the first full pay period following September 1, 2015 and expiring June 30, 2016; and

BE IT FURTHER RESOLVED that the Commission does hereby authorize the Executive Director to take action as may be necessary to implement this resolution.

APPROVED AS TO LEGAL SUFFICIENCY

M-NCPPC Legal Department
Date 6/8/2015

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 15-11, adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Wells-Harley, with Commissioners, Hewlett, Anderson, Bailey, Dreyfuss, Fani-Gonzalez, and Shoaff, voting in favor of the motion, and Commissioners Presley and Washington being absent from the meeting on June 17, 2015, from the Montgomery Regional Office, in Silver Spring, Maryland.


Patricia Colihan Barney, Executive Director