

DRAFT

M-NCPPC
RESOLUTION NO 15-20

**APPROVAL OF NEW PAY PLAN AND PAY SCHEDULES
FOR VENDOR TRANSITION**

WHEREAS, there are certain external requirements to transition certain current vendors into the seasonal workforce as employees, many of whom are presently compensated as vendors with a split of revenues; and

WHEREAS, the Commission retained a consultant to review the current compensation structure and the market with staff to make appropriate recommendations to position the Commission to accomplish this transition with gross pay roughly comparable to existing compensation to promote continuity and the least disruption possible within the regulatory requirements; and

WHEREAS, as a result of this deliberative process, staff recommends adoption of the following new pay plans to meet the objectives of fair and competitive compensation and the least possible disruption of operations within the regulatory requirements:

1. A base rate of the lowest wage adopted by the Commission, plus 50% of class revenue structure;
2. A five-grade Specialty Services Pay Schedule for certain vendors, a copy of which is attached hereto as Attachment A; and
3. A special Tennis Instructor Pay Schedule, a copy of which is attached hereto as Attachment B.

NOW THEREFORE, BE IT RESOLVED that the Maryland-National Capital Park and Planning Commission, hereby adopts the Compensation Plan and Pay Schedules appended hereto as Attachments A and B that will be available for use effective this day, October 21, 2015.

APPROVED AS TO LEGAL SUFFICIENCY


M-NCPPC Legal Department

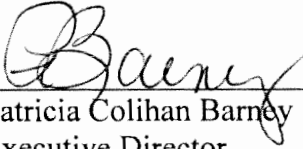
Date

10/14/15

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CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 15-20 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Bailey, with Commissioners Hewlett, Dreyfuss, Fani-Gonzalez, Shoaff, Washington, and Wells-Harley voting in favor of the motion and Commissioners Anderson and Presley being absent from the meeting held on October 21, 2015, in Mitchellville, Maryland.



Patricia Colihan Barney
Executive Director