



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

M-NCPPC Resolution Number 16-11

**FISCAL YEAR 2017 MERIT INCREASE AND COST OF LIVING ADJUSTMENTS FOR  
PARK POLICE COMMAND STAFF AND CANDIDATES**

WHEREAS, the Maryland-National Capital Park and Planning Commission submitted its proposed Fiscal Year 2017 (“FY 17”) 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;

WHEREAS, the respective County Councils on May 12, 2016 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”);

WHEREAS, §16-302 of the Land Use Article of the Annotated Code of Maryland requires the Maryland-National Capital Park and Planning Commission (the “Commission”) to engage in collective bargaining for certain employees and under specified circumstances;

WHEREAS, eligible Commission employees are organized into the Park Police Bargaining Unit and have elected the Fraternal Order of Police Lodge No. 30 (“FOP”) to be their exclusive representative for the purpose of collective bargaining with the Commission;

WHEREAS, the FOP has a Collective Bargaining Agreement with the Commission, adopted by Resolution 14-12 on May 1, 2014, *Adoption of the Collective Bargaining Agreement with the Fraternal Order of Police Lodge No. 30*, which is effective February 1, 2014 through January 31, 2017 (“Agreement”) and a Reopener Agreement with the Commission, adopted April 28, 2016 by Resolution 16-06, *Reopener Agreement on Wages and Health Insurance with Fraternal Order of Police, Lodge No. 30*, which is effective July 1, 2016, that includes certain adjustments to FY 17 compensation for its represented Park Police Officers and authorizes the Executive Director to take actions to effectuate its decision to approve and ratify the Agreement which includes revising the pay schedule;

WHEREAS, Park Police Command Staff and Park Police Candidates are non-represented Merit System employees, not subject to the Agreement;

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 non-represented, Merit System employees; and

WHEREAS, the Commission desires to maintain the percentage wage differential between its Park Police Officers and Park Police Command Staff and between its Park Police Candidates and Park Police Officers.

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts FY 17 compensation adjustments for Park Police Command Staff and Park Police Candidates as follows:

- 1) Maintain regularly scheduled 3.5% anniversary (merit) pay increments to be effective the first pay period after an employee's anniversary date; and
- 2) Adopt a 0.5% Cost of Living Adjustment ("COLA") to be effective the first full pay period after July 1, 2016; and

BE IT FURTHER RESOLVED that effective on the first day of the first pay period following July 1, 2016, the Park Police Command / Candidate Pay Schedule shall be revised to reflect the increase in compensation due to the COLA; and

BE IT FURTHER RESOLVED that upon the effectiveness of the changes all previous versions of these pay schedules shall be rescinded; 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

J. Reynolds  
M-NCP/PC Legal Department

Date 5/31/2016

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 16-11, adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Hewlett, seconded by Commissioner Geraldo, with Commissioners Anderson, Bailey, Dreyfuss, Fani-Gonzalez, and Wells-Harley, voting in favor of the motion, and Commissioners Presley, Shoaff, and Washington being absent from the meeting held on June 15, 2016, in the Parks and Recreation Auditorium in Riverdale, Maryland.

Patricia Colihan Barney  
Patricia Colihan Barney, Executive Director