

ADOPTION OF THE COLLECTIVE BARGAINING AGREEMENT (FISCAL YEAR 2018 REOPENER) FOR MUNICIPAL AND COUNTY GOVERNMENT EMPLOYEES' ORGANIZATION (MCGEO)

WHEREAS, Title 16, Subtitle 2 of the Land Use Article of the Annotated Code of Maryland (the "Code") requires the Maryland-National Capital Park and Planning Commission (the "Commission") to engage in collective bargaining for certain employees and under specified circumstances; and

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

WHEREAS, Article 5.2.3 of the Commission's collective bargaining agreement with MCGEO requires the parties to return to negotiations regarding fiscal year 2018 wages; and

WHEREAS, in March of 2017, the Commission's designated management team began negotiations with FOP in good faith; and

WHEREAS, the respective bargaining teams have reached a proposed agreement that is subject to ratification by the Commission and MCGEO, such proposed agreement as attached hereto and incorporated in this Resolution as Exhibit A; and


WHEREAS, the proposed agreement is effective retroactive to July 1, 2017, unless expressly specified otherwise therein.

NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves, and does hereby ratify, the provisions contained in the proposed collective bargaining agreement, attached hereto as Exhibit A; and

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other officers to make, enter into, and execute such other agreements, instruments and further assurances as may be necessary to effectuate its decision to approve and ratify the proposed collective bargaining agreement attached hereto as Exhibit A.

CERTIFICATION  
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This is to certify that the foregoing is a true and correct copy of Resolution No. 17-10, adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Wells-Harley, with Commissioners Anderson, Bailey, Cichy, Doerner, Dreyfuss, Fani-Gonzalez, and Hewlett voting in favor of the motion, and Commissioner Washington being absent from the meeting held on April 19, 2017, in the Montgomery Regional Office Auditorium, in Riverdale, Maryland.

APPROVED AS TO LEGAL SUFFICIENCY  
  
M-NCPPC Legal Department  
Date 4/18/17

  
Patricia Colihan Barney, Executive Director

MANAGEMENT RESPONSE TO MCGEO'S PROPOSAL  
ON FY 2018 WAGE ADJUSTMENTS

April 15, 2017

4:30 p.m.

1. Merit Increases (5.1)

The Commission proposes that the current language of Section 5.1 remain unchanged and that represented employees receive a step increase of three and one-half percent (3.5%) in Fiscal Year 2018, provided they are not at top of grade and otherwise satisfy the conditions set forth in Article 6.

2. Cost of Living Adjustment (5.2)

Effective the first full pay period following August 1, 2017 each bargaining unit member shall receive a one and one-half percent (1.50%) Cost of Living Adjustment.

3. Longevity Increment (5.2.5)

The Commission proposes that the current longevity increase found in Section 5.2.5 remain in effect, and that represented employees receive a longevity increase of three percent (3.0%) in Fiscal Year 2018. The increase would take effect once the represented employee has completed at least twenty (20) years of service (beginning of year 21). All other eligibility terms for receipt of a longevity increase shall remain unchanged.

4. Top of Grade Lump Sum

M-NCPPC agrees that in Fiscal Year 2018 it will pay a one-half of one percent (0.5%) lump sum payment to all actively employed bargaining unit members who reached the top of grade prior to July 1, 2017 and who receive a fully satisfactory FY 2017 performance evaluation. This calculation shall be made based on the employee's base salary paid the first full pay period following July 1, 2017. This lump sum amount shall be pro-rated for part-time employees. This payment will be made in one lump sum, ~~by separate payment~~, effective the first full pay period in July 2017. Eligible employees who are on unpaid leave and return to work during FY18 will receive their payment ~~by separate payment~~ following their return to active

employment with the Agency. The lump sum payment is considered regular earnings for income, withholding, and employment tax purposes. The payment will not be added to the employee's base salary. These payments are not considered "regular earnings" for retirement/life insurance purposes and employees will not receive any retirement/life insurance benefits based on these payments.

*[Handwritten Signature]*  
For M-NCPPC

4/15/17  
Date

*[Handwritten Signature]*  
For MCGEO

15 April 2017  
Date