

ITEM 5f

M-NCPPC RESOLUTION NO. 17- 18 AMENDED

FISCAL YEAR 2018 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 2018 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 11, 2017, 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 Commission ratified the tentative Collective Bargaining Agreement with the FOP, adopted by Resolution 17-26 on June 21, 2017, *Adoption of the Collective Bargaining Agreement with the Fraternal Order of Police Lodge No. 30*, which is effective February 1, 2017 through January 31, 2020 ("Agreement") that includes certain adjustments to FY 18 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

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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 18 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 1.5% Cost of Living Adjustment ("COLA") to be effective the first full pay period after July 1, 2017; and

BE IT FURTHER RESOLVED that effective on the first day of the first pay period following July 1, 2017, the Park Police Command / Candidate Pay Schedule shall be revised to reflect the increase in compensation due to the COLA; and

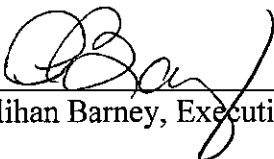
BE IT FURTHER RESOLVED that Park Police Candidates are only eligible for an anniversary merit increase after meeting the requirements for graduation from the academy in accordance with revised Section 14.15 of the recently approved FOP collective bargaining agreement; and

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.

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 17-18, adopted by The Maryland-National Capital Park and Planning Commission on motion of Commissioner Wells-Harley, seconded by Commissioner Geraldo, with Commissioners Hewlett, Anderson, Bailey, Cichy, Doerner, Dreyfuss, and Fani-Gonzalez, voting in favor of the motion, and Commissioner Washington being absent from the meeting held on June 21, 2017, in the Montgomery Regional Office in Silver Spring, Maryland.



Patricia Colihan Barney, Executive Director

APPROVED AS TO LEGAL SUFFICIENCY



M-NCPPC Legal Department

Date

6/13/17