



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

M-NCPPC RESOLUTION NO. 18-12

FISCAL YEAR 2019 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 2019 ("FY 19") 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 10, 2018 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 17-14 on April 27, 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 19 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 19 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, 2018; and

BE IT FURTHER RESOLVED that effective on the first day of the first pay period following July 1, 2018, 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) pay increment after meeting the requirements for graduation from the academy in accordance with revised section 3.9 of the 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.

APPROVED AS TO LEGAL SUFFICIENCY

A. Reynolds  
M-NOPPC Legal Department

Date 5/11/2018

#### CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 18-12 adopted by the Maryland-National Capital Park and Planning Commission on motion of Vice-Chair Hewlett, seconded by Commissioner Cichy, with Chair Anderson, Vice-Chair Hewlett, Commissioners Bailey, Cichy, Doerner, Fani-Gonzalez, and Patterson voting in favor of the motion, and Commissioners Dreyfuss, Geraldo, and Washington being absent from the meeting held on Wednesday, May 16, 2018 in Silver Spring, Maryland.

Patricia Colihan Barney  
Executive Director