



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC 19-01

**Approval of Standby Compensation Pilot Program for  
Designated IT Specialist and Trades Supervisor Positions Below the Division Chief Level**

WHEREAS, the Maryland-National Capital Park and Planning Commission ("M-NCPPC") has the authority to set the compensation of employees and contractors pursuant to § 15-110 of the Land Use Article of the Annotated Code of Maryland; and

WHEREAS, there is a regular operational need for certain positions to provide after-hours support for critical functions throughout the 7-day week; and

WHEREAS, departments have expressed difficulty in getting employees to provide the needed coverage on a volunteer basis within the established compensation system for non-represented employees; and

WHEREAS, a one (1) year Standby compensation pilot program has been proposed in an effort to meet these operational needs and recognize the placement of designated IT specialist and Trades supervisor positions, at Grade J, 30, 32 (or their equivalency), and below, in a "ready to respond" status to address after-hours needs, to be effective April 7, 2019; and

WHEREAS, the proposed pilot program would provide for compensating such employees with eight (8) hours of straight time compensation for providing after-hours coverage over a 7-consecutive day period, in the form of compensatory leave or straight pay, as determined by the Department Head and subject to budget availability; and

NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves, and does hereby authorize, the establishment of a Standby compensation pilot program for designated IT specialist and Trades supervisor positions, at Grade J, 30, 32 (or their equivalency), and below; and

BE IT FURTHER RESOLVED, that such employees shall be compensated with eight (8) hours of straight time compensation for providing after-hours coverage over a 7-consecutive day period, in the form of either compensatory leave or straight pay, as determined by the Department Head and subject to budget availability; and


BE IT FURTHER RESOLVED, the Executive Director is authorized to promulgate operating procedures in the form of Administrative Procedures to implement the pilot program.

BE IT FURTHER RESOLVED, in conjunction with the Department Heads, the Executive Director shall re-evaluate and report back to the Commission regarding this pilot program at the end of one year.

This is to certify that the foregoing is a true and correct copy of Resolution No. 19-01, adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Patterson, seconded by Commissioner Doerner, with Chair Hewlett, Vice-Chair Anderson, Commissioners Bailey, Cichy, Doerner, Patterson and Washington voting in favor of the motion at the meeting held on Wednesday, March 13, 2019 at the Prince George's County Parks and Recreation Administration Building Auditorium at 6600 Kenilworth Avenue in Riverdale, Maryland. Commissioners Dreyfuss, Fani-Gonzalez and Geraldo were absent from the vote.



Anju A. Bennett  
Acting Executive Director

APPROVED AS TO LEGAL SUFFICIENCY  
  
M-NCPPC Legal Department  
Date 5/2/19