



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

M-NCPPC Resolution No. 19-07

**Fiscal Year 2020 Wage Agreement for FOP Bargaining Unit Members**

WHEREAS, the Maryland-National Capital Park and Planning Commission (“Commission”) submitted its proposed Fiscal Year 2020 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, on May 9, 2019, the joint County Councils reviewed and approved the Bi-County budget items allocable to both counties and authorized compensation and benefits adjustments within the total dollars proposed by the Commission;

WHEREAS, §16-301, et seq., of the Land Use Article of the Annotated Code of Maryland requires 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 a requirement to participate in a reopener for certain adjustments to Fiscal Year 2020 compensation for its represented Park Police Officers.

WHEREAS, the Commission authorized the Executive Director to lead negotiations and take actions to effectuate its decision to approve and ratify the Agreement;

WHEREAS, the Commission and the FOP have now completed their Fiscal Year 2020 reopener negotiations and reached a Tentative Agreement as to certain compensation provisions.

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts Fiscal Year 2020 compensation adjustments for Park Police Officers serving in the Park Police Bargaining Unit as follows:

- 1) Up to 3.5% Merit (step) pay increment from step B through step O and a 2.5% Merit (step) pay increment for the Step P for PO-5 in the Agreement to be effective the first full pay period after an employee's anniversary date; and
- 2) 1.0% Cost of Living Adjustment ("COLA") in the Agreement to be effective the first full pay period after July 1, 2019; and
- 3) Modify the Additional Service Increments (ASIs) from 3.0% for ASI-1 to 3.5% and from 3.25% for ASI-2 to 3.5% effective the first full pay period after July 1, 2019; and
- 4) New 2.5% step increase; at Step P for PO2, PO3, and PO4 and at Step Q for PO5 effective the first full pay period after January 1, 2020.

BE IT FURTHER RESOLVED that effective on the first day of the first pay period following July 1, 2019, the Park Police Bargaining Unit Pay Schedule shall be revised to reflect the increase in compensation due to the COLA and changes to the ASI; and

BE IT FURTHER RESOLVED that effective on the first day of the first pay period following January 1, 2020, the Park Police Bargaining Unit Pay Schedule shall be revised to reflect the new steps; and


BE IT FURTHER RESOLVED that upon the effectiveness of the changes all previous versions of the pay schedule 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. 19-07 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Dreyfuss, seconded by Commissioner Doerner, with Chair Hewlett, Vice-Chair Anderson, Commissioners Bailey, Cichy, Doerner and Dreyfuss voting in favor of the motion, with Commissioners Fani-Gonzalez, Geraldo, Patterson and Washington being absent from the meeting held on Wednesday, June 19, 2019 at the Montgomery Regional Office Auditorium in Silver Spring, Maryland.

APPROVED AS TO LEGAL SUFFICIENCY.

  
 M-NCPPC Legal Department  
 Date 6/12/19



Anju A. Bennett  
 Acting Executive Director