



RESOLUTION

MNCPPC 19-19

Employment and Employee Referral Bonuses

WHEREAS, pursuant to the provisions of Division II of the Land Use Article of the Annotated Code of Maryland and the Merit System Rules and Regulations, the Maryland-National Capital Park and Planning Commission (the Commission) shall have the responsibility and authority to manage and direct the operations of the work program within the confines of the adopted budget and approved administrative procedures; and

WHEREAS, the Commission is intent on enhancing its competitive relationship with other similar employers in attracting and retaining individuals in certain key "hard-to-fill" positions as identified by Department Heads and approved by the Executive Director; and

WHEREAS, the Commission recognizes the benefits of employment and employee referral bonuses to stimulate decisions and attract applicants to the Commission during these times of high vacancy rates and limited human resources; and

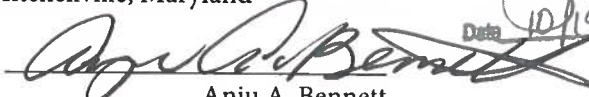
WHEREAS, the Commission has established up to \$10,000.00 as the maximum Employment Sign-On Bonus per newly-hired employee, and up to \$1,000.00 as the maximum Employee Referral Bonus per newly-hired employee. These bonuses are not subject to the limitations imposed by the Performance Recognition Program. All other administrative terms and conditions for the award of the bonuses are to be developed and distributed by the Executive Director.


NOW, THEREFORE, BE IT RESOLVED the Commission hereby adopts, as recommended by the Department Heads, the Employment and Employee Referral Bonuses effective January 1, 2020.

BE IT FURTHER RESOLVED that the Executive Director is directed to prepare appropriate language to be included in Commission policy to effect the provisions of this Resolution.

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 19-19 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Doerner, with Chair Hewlett, Vice-Chair Anderson, Commissioners Bailey, Cichy, Doerner, Fani-Gonzalez, Geraldo, Patterson and Verma voting in favor of the motion, with Commissioner Washington being absent from the meeting held on Wednesday, October 16, 2019 at Newton White Mansion in Mitchellville, Maryland


Anju A. Bennett
Acting Executive Director

APPROVED AS TO LEGAL SUFFICIENCY

MNCPPC Legal Department
Date 10/19/19