



M-NCPPC Resolution No. 20-05

COVID-19 Differential Pay and Compensatory Leave for Park Police Officers Represented by the Fraternal Order of Police

WHEREAS, the Maryland-National Capital Park and Planning Commission (“M-NCPPC”) and the Fraternal Order of Police Lodge #30 (hereafter referred to as FOP Lodge #30) are parties to a Collective Bargaining Agreement; and

WHEREAS, the Coronavirus (“COVID-19”) has presented an unforeseen set of events without any precedent in the agency’s history; and

WHEREAS, on March 5, 2020, Governor Larry Hogan declared that a “state of emergency and catastrophic health emergency exists within the State of Maryland”; and

WHEREAS, the M-NCPPC has not declared an emergency closing and its departments continue to operate; and

WHEREAS, the M-NCPPC recognizes the continued need for the Park Police Officers to continue to perform their front-facing duties without interruption and with an expectation of interaction with the public; and

WHEREAS, the agency and FOP Lodge #30 worked together to address the handling of continued operations and related compensation through the memorandum of understanding which was signed on April 19, 2020.

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts the terms of the memorandum of understanding which includes the following COVID-19 compensation decisions on differential pay and Compensatory Leave for Park Police Officers represented by the FOP Lodge #30 as follows:

- 1) For the period of April 5, 2020 through June 30, 2020, or until the earlier lifting of the Maryland State of Emergency, a COVID-19 differential of \$4.50 will be paid for each hour an Officer works during the COVID-19 response period. Differential pay will be paid retroactively for hours already worked during this period; and
- 2) For the period between March 8, 2020 and April 4, 2020, Park Police Officers will earn one-half hour of compensatory leave for each regularly scheduled hour actually worked up to a maximum of sixty (60) hours of Compensatory Leave; and
- 3) The COVID-19 differential pay is only applied to onsite work. It will not be paid for any work that is performed by telework or to any Officer who is in a leave status.

BE IT FURTHER RESOLVED that the M-NCPPC will continue to assess the COVID-19 situation, taking into account state/federal mandates that affect the agency, and the direction of public health officials; and

BE IT FURTHER RESOLVED that this Resolution shall not modify the terms and conditions of the Collective Bargaining Agreement, except that it affirms the terms of the Memorandum of Agreement signed by the M-NCPPC and the FOP, Lodge #30 signed on April 19, 2020; and

BE IT FURTHER RESOLVED that the M-NCPPC does hereby authorize the Executive Director to take action as may be necessary to implement this Resolution.

APPROVED FOR LEGAL SUFFICIENCY:

William Dickerson,
M-NCPPC Legal Department,
April 28, 2020

This is to certify that the foregoing is a true and correct copy of Resolution No. 20-05 adopted by the Maryland-National Capital Park and Planning Commission on motion of Vice-Chair Hewlett, seconded by Commissioner Geraldo, with Commissioners Anderson, Bailey, Cichy, Doerner, Geraldo, Hewlett, and Verma voting in favor of the motion, and Commissioners Fani-Gonzalez, Patterson and Washington absent during the vote, at its special meeting held on April 30, 2020, via video-conference and broadcast from Silver Spring, Maryland.


Asuntha Chiang-Smith, Executive Director