



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 20-07

COVID-19 Differential Pay and Compensatory Leave for Employees Represented by the Municipal and County Government Employees Organization

WHEREAS, the Maryland-National Capital Park and Planning Commission (“M-NCPPC”) and the Municipal and County Government Employees Organization (hereafter referred to as “MCGEO”) 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 has implemented a number of social distancing strategies during the COVID-19 response including telework, schedule rotations, and safety protocols, while continuing to carry out its operations.

WHEREAS, the agency and MCGEO worked together to address the handling of continued operations and related compensation through the Memorandum of Understanding (MOU) dated May 4, 2020

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts the terms of the MOU which includes the following COVID-19 differential pay and compensatory leave for MCGEO employees as follows:

- 1) COVID-19 Onsite Work Differential Pay:
 - a) 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 \$2.75 per hour will be paid for each hour of required onsite work, consistent with the terms of the executed MOU dated May 4, 2020.
 - b) Certain positions may have to perform onsite work that requires regular physical interaction with the public without the ability for social distancing. Pursuant to the MOU dated May 4, a front-facing COVID-19 differential of \$4.50 per hour will be granted to childcare positions represented by MCGEO. If the parties mutually agree

that responsibilities for other positions have changed to front-facing, the number of positions eligible for front-facing compensation may be expanded.

- c) The COVID-19 differential is only applied to hours worked on-site and does not apply to any period during which an employee is on leave, or for any work hours that can be performed by telework.
- 2) For the period of March 29, 2020, through April 4, 2020, the Commission will grant each full-time MCGEO-represented employee who was required to come to work, forty hours of compensatory leave for use at a later time. Part-time employees will receive a prorated amount.

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 MOU signed by the M-NCPPC and MCGEO and dated May 4, 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,
May 12, 2020

This is to certify that the foregoing is a true and correct copy of Resolution No. 20-07 adopted by the Maryland-National Capital Park and Planning Commission on motion of Vice-Chair Hewlett, seconded by Commissioner Geraldo, with Commissioners Anderson, Cichy, Doerner, Fani-Gonzalez, Geraldo, Hewlett, Patterson and Washington voting in favor of the motion, and Commissioners Bailey and Verma absent during the vote, at its meeting held on May 20, 2020, via video-conference and broadcast from Silver Spring, Maryland.


Asuntha Chiang-Smith, Executive Director