



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 20-08

COVID-19 Differential Pay and Social Distancing Leave

(for Non-Represented Merit and Appointed Positions other than Park Police Officers¹)

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 recognizes that our Merit System and appointed leaders diligently continue to carry out their duties, some of which require onsite presence without the ability for telework.

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts the following COVID-19 differential pay and social distancing leave provisions:

- 1) For the period of May 17, 2020, through June 30, 2020, or until the earlier lifting of the Maryland State of Emergency, a COVID-19 differential will be paid to Merit System employees who hold positions below the level of Division Chief.
 - a) \$2.75 per hour will be paid for each hour of required onsite work which is back-facing. Back-facing is onsite work that does not involve regular physical interaction with the public.
 - b) \$4.50 per hour will be paid for each hour of required front-facing work. Front-facing is onsite work that requires regular physical interaction with the public without the ability for social distancing.
 - c) The COVID differential is only applied to hours which **MUST** be worked on-site and does not apply to any period during which an employee is on leave, or for any work

¹ Park Police Officers are not addressed by this Resolution (20-08). COVID-19 Differential and leave for Park Police Officers is addressed in Resolutions 20-05 and 20-06.

hours that can be performed by telework. The differential is not paid for onsite presence that is elected, but not required.

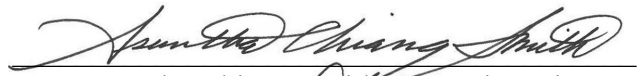
- d). The Commission authorizes the Executive Committee to extend the period of COVID-19 differential compensation to comply with any modifications in relevant Federal/State or local directives or public health practices or mandates.
- 2) The Commission recognizes the efforts of its employees and leadership, including the need for many to carry out additional responsibilities to assist the agency in its response to COVID-19. Effective May 17, 2020, full-time Merit employees and appointees not represented by a Union shall be credited forty hours of social distancing leave which may be used until December 31, 2020. Part-time employees will receive a prorated amount.

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 13, 2020

This is to certify that the foregoing is a true and correct copy of Resolution No. 20-08 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