



M-N CPPC Resolution No. 20-12

**COVID-19 Differential Pay and Social Distancing Leave
(for Term Contract Employees)**

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 our employees 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 Term Contract 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

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. Term Contract employees who were employed as of May 17, 2020, will be credited up to 37.5 hours of social distancing leave which may be used until December 31, 2020. Term Contract employees who are assigned to regular work schedules of less than 37.5 hours, 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,
June 5, 2020

This is to certify that the foregoing is a true and correct copy of Resolution No. 20-12 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Bailey, with Commissioners Anderson, Bailey, Cichy, Doerner, Fani-Gonzalez, Geraldo, Hewlett and Patterson voting in favor of the motion, and Commissioners Verma and Washington absent during the vote, at its meeting held on June 17, 2020, via video-conference.


Asuntha Chiang-Smith, Executive Director