



M-NCPPC Resolution No 20-16

FISCAL YEAR 2021
DECISIONS AFFECTING ANNUAL MERIT ADJUSTMENTS, COST OF LIVING
INCREMENTS AND PAID TIME OFF
FOR SERVICE/LABOR, OFFICE AND TRADES UNITS

WHEREAS, the Maryland-National Capital Park and Planning Commission (M-NCPPC) is faced with a difficult fiscal outlook for Fiscal Year 2021 and a severe reduction in budgeted funds for the Montgomery County funded departments including the Central Administrative Services operations; and

WHEREAS, the M-NCPPC is further challenged by significant expenditures due to an unforeseen set of events related to an unprecedented COVID-19 state of emergency declared by the State of Maryland; and

WHEREAS, Anniversary (merit) increases and Cost of Living adjustments are two of the most significant cost drivers of personnel expenditures; and

WHEREAS, Title 16, Subtitle 2 of the Land Use Article of the Annotated Code of Maryland (the “Code”) requires the Maryland-National Capital Park and Planning Commission (the “M-NCPPC”) to engage in collective bargaining for represented employees and under specified circumstances; and

WHEREAS, eligible M-NCPPC employees are organized into the Service/Labor, Office, and Trades bargaining Units and have elected the United Food and Commercial Workers, Local 1994, Municipal and County Government Employees’ Organization (MCGEO) to be their exclusive representative for the purpose of collective bargaining with the Commission; and

WHEREAS, the M-NCPPC and the MCGEO reached a tentative agreement on July 10, 2020, pertaining to Anniversary (merit) Pay increments, the Cost of Living adjustment, and Paid Time Off (PTO) leave as part of the Collective Bargaining Agreement wage reopener for Fiscal Year 2021.

NOW, THEREFORE BE IT RESOLVED that the M-NCPPC:

1. Suspends the Fiscal Year 2021, 3.5% Anniversary (merit) increment for employees represented by MCGEO.
2. Will not implement a Cost of Living Adjustment for Fiscal Year 2021 for employees represented by MCGEO.

BE IT FURTHER RESOLVED, that the M-NCPPC grants the MCGEO represented employees, sixteen (16) hours of Paid Time Off (PTO) Leave. This leave and must be used prior to December 31, 2020.

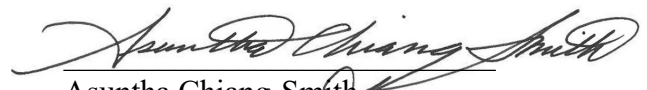
BE IT FURTHER RESOLVED, that the M-NCPPC does hereby authorize the Executive Director to effectuate this action as may be necessary.

APPROVED FOR LEGAL SUFFICIENCY:

William Dickerson,
M-NCPPC Legal Department,
(July 13, 2020)

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 20-16 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Washington, seconded by Commissioner Geraldo, with Chair Anderson, Vice-Chair Hewlett, Commissioners Bailey, Cichy, Fani-Gonzalez, Geraldo and Washington voting in favor of the motion, with Commissioners Doerner, Patterson, and Verma being absent from the vote held on Wednesday, July 15, 2020 via video-conference.


Asuntha Chiang-Smith
Executive Director