



M-NCPPC Resolution No. 20-17

FISCAL YEAR 2021
DECISIONS AFFECTING ANNUAL MERIT ADJUSTMENTS AND COST OF
LIVING INCREMENTS FOR NON-REPRESENTED MERIT EMPLOYEES

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

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

Whereas, annual merit increases and cost of living adjustments (COLA) and are two of the most significant cost drivers of personnel expenditures; and

Whereas, the M-NCPPC's Merit System Rules and Regulations, Chapter 1200, Employee Compensation, awards an annual 3.5% increase in base pay for successful job performance to non- represented Merit System employees; and

Whereas, the Commission desires a fiscally responsive approach to address budget constraints; and

NOW, THEREFORE, BE IT RESOLVED that the Commission, pursuant to the Merit System Rules and Regulations, Chapter 100, Section 185, and Chapter 2200, Section 2222:

1. Suspends the FY2021 3.5% merit pay (anniversary) increment for all non-represented Merit System employees;
2. Will not implement a Cost of Living Adjustment for FY 2021 for all non represented Merit System employees.

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

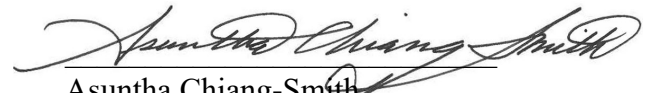
BE IT FURTHER RESOLVED, that the Commission does hereby authorize the Executive Director to effectuate this action as may be necessary.

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. 20-19 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Washington, seconded by Ego o kulkpgt'I gtrcf q, 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