



M-NCPPC Resolution No.20-18

FISCAL YEAR 2021

DECISIONS AFFECTING PAY ADJUSTMENTS FOR CONTRACT EMPLOYEES
(SEASONAL/INTERMITTENT, TEMPORARY AND TERM EMPLOYEES)

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, the M-NCPPC approved Practice No. 2-16 Seasonal/Intermittent, Temporary, and Term Employment on July 10, 1991, and last amended this Practice on May 2, 2018; and

WHEREAS, the Executive Director, pursuant to the express authorization contained in Practice No. 2-16, issued Administrative Procedures 00-02 Seasonal/intermittent, Temporary, and Term Employment in May 2000, and last amended these Procedures on February 11, 2018; and

WHEREAS, Anniversary Pay adjustments, Step increases, and Cost of Living adjustments are three of the most significant cost drivers of personnel expenditures; and

WHEREAS, Seasonal/intermittent employees and Term contract employees are eligible either for a pay increment of 3.5% of their base pay or a step increase (Aquatics Pay Plan) which is awarded at the end of the contract year, as long as the contract employee receives an overall satisfactory performance evaluation and in some instances, works a specified number of hours; and

WHEREAS, the M-NCPPC desires a fiscally responsible approach to address budget constraints; and

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

1. Suspends for FY21, the 3.5% pay increment for all Contract employees;
2. Suspends for FY21, the step increase for contract employees assigned to the Aquatics Seasonal/Intermittent Pay Plan; and
3. Will not implement a Cost of Living adjustment for FY21.

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. 20-18 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