



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution 21-12-A

**Amended Fiscal Year 2022 Wage Adjustments for Park Police Command Officers
at the Ranks of Lieutenant, Captain and Commander**

WHEREAS on June 16, 2021, the Maryland-National Capital Park and Planning Commission (the “Commission”) passed Resolution 21-12 adopting the Fiscal Year 2022 Wage Adjustments for Officers at the Command Ranks of Lieutenant, Captain and Commander.

WHEREAS, subsequent to the adoption of the Resolution, the Commission continued to evaluate wage adjustments for individuals who had reached the top of their paygrade (Top of Grade), and has determined that the initial Fiscal Year 2022 wage actions outlined in adopted Resolution 21-12, will be amended.

WHEREAS, the adoption of this Resolution 21-12-A, replaces and rescinds Resolution 21-12.

WHEREAS, §16-302 of the Land Use Article of the Annotated Code of Maryland requires the Maryland-National Capital Park and Planning Commission (the “Commission”) to engage in collective bargaining for certain employees and under specified circumstances; and

WHEREAS, eligible Commission employees are organized into the Park Police Bargaining Unit and have elected the Fraternal Order of Police Lodge No. 30 (“FOP”) to be their exclusive representative for the purpose of collective bargaining with the Commission; and

WHEREAS, the FOP has a Collective Bargaining Agreement with the Commission, effective February 1, 2020, through January 31, 2023 (“Agreement”), which called for reopener negotiations on certain issues related to Fiscal Year 2022.

WHEREAS the tentative agreement reached between the Commission and the FOP related to Fiscal Year 2022 includes certain wage adjustments which affect the compensation structure for all union represented park police officers.

WHEREAS, Park Police Command Officers are non-represented Merit System employees, not subject to the Agreement; and

WHEREAS, contingent on the final ratification of the FOP tentative agreement by both the Commission and the FOP, the Commission desires to maintain consistency in certain economic terms across all Park Police, and address areas specific to Park Police Command Officers.

NOW, THEREFORE BE IT RESOLVED that the Commission hereby adopts the following amended wage adjustments and hereby authorizes the Executive Director to implement the following actions for eligible Command Officers:

- 1) For Fiscal Year 2022, a regular merit increase (anniversary pay increment) of up to 3.5% effective the first pay period following the employee's anniversary date.
- 2) For Fiscal Year 2021, a make-up regular merit increase (anniversary pay increment) of up to 3.5%. This increment shall be awarded to eligible officers effective the final pay period of Fiscal Year 2022. The increase will go into effect on this date but will not be calculated retroactively.
- 3) Effective July 1, 2021, the pay range maximums for Lieutenant, Captain, and Commander, will be adjusted by 3.5%, allowing individuals who have reached Top of Grade to receive an up to 3.5% increase effective the first full pay period following their anniversary date.

*Item 3 represents the added wage adjustment.

APPROVED FOR LEGAL SUFFICIENCY

William Dickerson,
M-NPCPPC Legal Department
September 1, 2021

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 21-12-A adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Doerner, with Chair Hewlett, Vice-Chair Anderson, and Commissioners Cichy, Doerner, Geraldo, Patterson and Verma voting in favor of the motion, with Commissioners Bailey and Washington being absent for the vote at its meeting held on Wednesday, September 15, 2021 via video-conference, and broadcast from the Wheaton Headquarters Building in Wheaton, Maryland.


Asuntha Chiang-Smith Executive Director