

**THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION**

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution Number 21-16**Fiscal Year 2022 Wage Adjustment MCGEO Bargaining Unit Employees**

WHEREAS, the Maryland-National Capital Park and Planning Commission submitted its proposed Fiscal Year 2022 operating and capital budget to the Montgomery and Prince George's County Councils in compliance with §18-105 of the Land Use Article of the Annotated Code of Maryland;

WHEREAS, the respective County Councils on May 13, 2021, reviewed and together acted to approve the Bi-County budget items allocable to both counties, which with regard to compensation and benefit adjustments authorized compensation adjustments within the total dollars proposed by the Maryland-National Capital Park and Planning Commission ("Commission");

WHEREAS, §16-202 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;

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

WHEREAS, the parties have reached tentative agreement on the terms and conditions of a three-year *Collective Bargaining Agreement for Service/Labor, Office/Clerical and Trade Units*, which is effective July 1, 2021 through June 30, 2024. This agreement includes certain adjustments to Fiscal Year 2022 compensation for its represented employees.

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts the tentative 3-year agreement and any side-bar agreements with the MCGEO Union on all working conditions and benefits.

BE IT FURTHER RESOLVED following compensation adjustments that will take place in Fiscal Year 2022 for MCGEO represented employees:

- 1) For Fiscal Year 2022, anniversary (merit) pay increase of up to 3.5%. This increase shall be awarded to eligible MCGEO employees at the beginning of the pay period in which the assigned anniversary date occurs in Fiscal Year 2022; and
- 2) For Fiscal Year 2021, a make-up anniversary (merit) pay increase of up to 3.5%. This increase shall be awarded to eligible MCGEO employees effective at the beginning of the last full pay period of Fiscal Year 2022. The increase is subject to the following:

- (a) The individual must have been employed by the Commission throughout the period of July 1, 2020 through June 30, 2021;

- (b) The individual was qualified for a merit increase in accordance with the performance evaluation system at that time, and otherwise was eligible to receive a merit increase at that time; and,
 - (c) The payment shall be prospective only. No retroactive payment will be made on the make-up merit. This make-up merit does not affect an employee's anniversary date and represents a one-time exception to the Collective Bargaining Agreement's provision against any employee receiving more than one anniversary increment in any one year.
- 3) For Fiscal Year 2022, employees who are top of grade as of June 30, 2021 will receive an increase of one and three-quarter percent (1.75%). This increase shall be effective at the beginning of the pay period in which their assigned anniversary date occurs in Fiscal Year 2022, provided they otherwise satisfy the conditions set forth in Article 6. Effective July 1, 2021, the Commission agrees to adjust the top of all bargaining unit salary scales by 3.5% to accommodate this increase. Employees who were top of grade as of June 30, 2021, will receive a second increase of one and three-quarter percent (1.75%) effective the last full pay period in Fiscal Year 2022, provided they otherwise satisfy the conditions set forth in Article 6. Payment will occur after full ratification of the Collective Bargaining Agreement.
- 4) The Commission shall designate Juneteenth as a Commission Holiday for MCGEO represented employees.

BE IT FURTHER RESOLVED that upon the effectiveness of these changes all previous versions of pay schedules shall be rescinded; and

BE IT FURTHER RESOLVED that the Commission does hereby authorize the Executive Director to take any action that may be necessary to implement this resolution.

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. 21-16 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