



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 22-20

FISCAL YEAR 2023 REOPENER AGREEMENT ON WAGES, RETIREMENT, AND PROMOTIONS WITH FRATERNAL ORDER OF POLICE, LODGE NO. 30

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"), covering wages, retirement, promotions, and other items of significant fiscal cost; and

WHEREAS, Article V of the Agreement requires the parties to re-open negotiations regarding fiscal year 2023 wages and other matters; and

WHEREAS, in Spring 2022 the Commission's designated management team began negotiations with FOP in good faith pursuant to Article V of the Agreement, regarding wages and other matters; and

WHEREAS, the respective bargaining teams have reached a proposed agreement on the re-opener items ("Reopener Agreement") that is subject to ratification by the Commission and FOP, and such Reopener Agreement, otherwise referred to as Maryland-National Capital Park and Planning Commission Proposals to Fraternal Order of Police Lodge No. 30 dated June 10, 2022, is attached hereto and incorporated in this Resolution as Exhibit A; and

WHEREAS, the Reopener Agreement will be effective July 1, 2022, unless expressly specified otherwise therein;

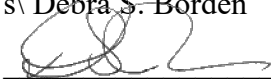
NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves, and does hereby ratify, the provisions contained in the Reopener Agreement, as signed by the parties' designated representatives on June 10, 2022, attached hereto as Exhibit A; and

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other officers to

make, enter into, and execute such other agreements, instruments and further assurances, as well as, amend any pay schedules as may be necessary to effectuate its decision to approve and ratify the Reopener Agreement attached hereto as Exhibit A.

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REVIEWED AND APPROVED FOR LEGAL SUFFICIENCY:

s\ Debra S. Borden



6/14/2022

M-NCPPC Legal Department

Date

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 22-20 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Doerner, with Chair Anderson, Vice Chair Shapiro, Commissioners Bailey, Cichy, Doerner, Geraldo, Patterson, Rubin and Verma voting in favor of the motion, with Commissioner Washington being absent for the vote, at its regular meeting held on Wednesday, June 15, 2022 via video-conference, and broadcast by the Department of Parks and Recreation, Prince George's County.

  
Asuntha Chiang-Smith Executive Director

## **M-NCPPC-FOP 30 FY2023 Reopener - Tentative Agreement**

### **1. Wages**

For FY 2023:

- Effective the first full pay period after July 1, 2022, the minimum starting salary of a Park Police Officer (PO2 Step B) shall be increased to \$54,620, and all subsequent steps shall be increased accordingly;
- Officers shall receive a regular Merit/Step increase;
- Officers shall receive the current ASIs if they would otherwise become eligible for an ASI during the fiscal year;
- Effective the first full pay period after November 1, 2022, all officers covered by this Agreement shall receive an across-the-board increase of one percent (1.0%);
- Effective the final full pay period of FY 2023, all officers covered by this Agreement shall receive an across-the-board increase of five percent (5.0%).

### **2. Section 8.1(E) & 8.1(M)- Retirement**

(E) Effective the first full pay period beginning on or after April 1, 2023, the Employee Contribution in Plan C shall increase to nine and one-half percent (9.50%).

(F) Creditability for Accumulated Sick Leave.

Effective April 1, 2023, Plans C&D shall be amended to introduce the following changes to the sick leave conversion provisions:


- Once an officer completes twenty-five (25) years of service in accordance with Section C-3.1 and D-3.1 with the Commission's Park Police or retires after a determination that they are disabled from police work within the meaning of Article 9.4 (k), the sick leave conversion shall be changed to 1,056 hours;
- Officers will be permitted to use any additional Credited Service purchased pursuant to Section C-3.5 (i.e., military credit or credit carried over from another governmental agency) for purposes of completing the twenty-five (25) years of service required to utilize these modified sick leave conversion ratios.
- Officers will continue to use the current 2,112 hour ratio for the conversion of up to 14 months of sick leave to qualify for Normal Retirement.

**3. Section 13.1(R) – Promotions**


In making the selection of lieutenants from the eligibility list, Management shall be permitted to apply the rule of five.

**[No change to the promotional standard for promotions to Sergeant.]**

**For M-NCPPC:**

  
Asuntha Chiang-Smith  
10 JUNE 2022

**For FOP 30:**

  
Jonathan Ness