



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution 23-01-A

REVISED AMENDMENTS TO THE MCGEO TRADES AND OFFICE/CLERICAL PAY SCHEDULES

WHEREAS, the Maryland-National Capital Park and Planning Commission ("M-NCPPC" or "Agency") has a Classification Plan for its employees that provides for the analysis and evaluation of positions on the basis of work-related job factors and includes a listing of occupational classifications and the assigned pay grade for each class of positions;

WHEREAS, the listing of the assigned pay grade for each class of position for employees represented by the Municipal and County Government Employees Organization (MCGEO) for Trades and Office/Clerical positions, is referred to as the Trades Bargaining Unit Pay Schedule and Office/Clerical Bargaining Unit Pay Schedule, respectively;

WHEREAS, the Commission is continuing to face challenges attracting and retaining employees to fill certain positions;

WHEREAS, a review and analysis performed by the agency's Classification and Compensation Office as part of the ongoing Classification Study concluded that pay ranges of certain classifications represented by The Municipal and County Government Employees Organization (MCGEO) were particularly low as compared to other local jurisdictions;

WHEREAS, the analysis performed by the Classification and Compensation Office included salary data obtained from the Local Government Personnel Association's (LGPA) Fiscal Year 2022 Compensation and Benefits Survey which reports many positions similar to those utilized by the Commission, including: Electricians, HVAC-R Mechanics, Plumbers, Automotive/Equipment Mechanics and, Park Police Communications;

WHEREAS, Electricians, HVAC-R Mechanics, and Plumber classifications play an important role in the development, restoration, and maintenance of Commission facilities;

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WHEREAS, Park Police Communications and Automotive/ Equipment Mechanics are both critical in providing support to our Park Police Officers, who in turn, provide a safe environment for our citizens who utilize our amenities and parks;

WHEREAS, in order to remedy the hiring situation faced by the agency, the Classification and Compensation Office recommends adding an additional grade to the impacted Pay Schedules, as shown in Exhibit A as T05 and C07;

WHEREAS, upon effectiveness of the amended Trades Bargaining Unit Pay Schedule and Office/Clerical Bargaining Unit Pay Schedule, the Classification and Compensation Office will submit to the Merit System Board for approval, the reclassification of Electrician I, HVAC-R Mechanic I, Plumber I, and Automotive/Equipment Mechanic I to a grade T04 and the reclassification of Electrician II, HVAC-R Mechanic II, Plumber II, and Automotive/Equipment Mechanic II to a grade T05;

WHEREAS, a new Public Safety Communications job family will be submitted to the Merit System Board, for approval, after its current review by Department Heads and the Union is complete, and the impacted employees will be allocated into the new series as part of the Classification Study project;

WHEREAS, at their January 18, 2023 meeting, the Commission approved and adopted the amended Pay Schedules with an effective date of April 2, 2023; and

WHEREAS, the Commission now desires to advance the implementation of the amendments to the MCGEO Trades and Office/Clerical Pay Schedules from April 2, 2023 to January 18, 2023.


NOW THEREFORE BE IT RESOLVED, the Commission does hereby approve and adopt the recommended amendments to the Trades Bargaining Unit Pay Schedule and Office/Clerical Bargaining Unit Pay Schedule, attached as Exhibit A, to be effective January 18, 2023.

BE IT FURTHER RESOLVED that upon the effectiveness of the changes all previous versions of the Trades Bargaining Unit Pay Schedule and Office/Clerical Bargaining Unit Pay Schedule be shall be rescinded; and

BE IT FURTHER RESOLVED that the Commission does hereby authorize the Executive Director and/or her designee(s) to take action as may be necessary to implement this resolution.

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This is to certify that the foregoing is a true and correct copy of a resolution adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Presley, seconded by Commissioner Branson, with Commissioners Bailey, Branson, Doerner, Hill, Piero, Presley, Shapiro, Washington and Zyontz voting in favor of the motion, with Commissioner Geraldo being absent, at a special meeting of the Commission held on Thursday, February 2, 2023, virtually and in person at the County Administration Building Auditorium in Upper Marlboro, Maryland and the Wheaton Headquarters Auditorium in Wheaton, Maryland.


Asuntha Chiang-Smith
Executive Director

REVIEWED AND APPROVED FOR LEGAL SUFFICIENCY:

s\ Debra S. Borden, General Counsel

January 26, 2023

Trades Pay Schedule (effective January 18, 2023)

Grade	Minimum	Midpoint	Maximum	Longevity
T01	\$28,892	\$40,031	\$51,169	\$52,832
T02	\$33,937	\$47,019	\$60,101	\$62,055
T03	\$37,549	\$52,024	\$66,500	\$68,661
T04	\$42,133	\$58,377	\$74,621	\$77,047
T05	\$45,524	\$63,075	\$80,625	\$83,447

Office/Clerical Pay Schedule (effective January 18, 2023)

Grade	Minimum	Midpoint	Maximum	Longevity
C01	\$27,048	\$37,476	\$47,904	\$49,461
C02	\$28,892	\$40,031	\$51,169	\$52,832
C03	\$30,206	\$43,203	\$56,199	\$58,026
C04	\$33,937	\$47,019	\$60,101	\$62,055
C05	\$37,549	\$52,025	\$66,502	\$68,663
C06	\$42,133	\$58,377	\$74,621	\$77,047
C07	\$45,524	\$63,075	\$80,625	\$83,447