



M-NCPPC Resolution 23-05

**ADOPTION OF FISCAL YEAR 2024 WAGE ADJUSTMENTS  
AND OTHER TERMS APPROVED FOR PARK POLICE COMMAND STAFF AND  
CANDIDATES**

**WHEREAS**, Section 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, adopted by Resolution 23-04, Approval of the 3-Year Collective Bargaining Agreement Between the M-NCPPC and the Fraternal Order of Police, Lodge No. 30, which is effective February 1, 2023, through January 31, 2026 (“Agreement”), contingent upon ratification of the Agreement by the Fraternal Order of Police.

**WHEREAS**, the Agreement includes certain adjustments to FY24 compensation for its represented Park Police Officers, and agreements on benefits.

**WHEREAS**, Park Police Command Staff at the ranks of Lieutenant, Captain, and Commander are non-represented Merit System employees, not subject to the Agreement; and

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

**WHEREAS**, contingent upon the ratification of the FOP tentative agreement by the FOP and approval of the Commission, the Commission desires to maintain:

1. The percentage wage differential between its Park Police Officers and Park Police Command Staff and between its Park Police Candidates and Park Police Officers.
2. Consistency in specific working conditions and benefits across all Park Police Officers.

**NOW THEREFORE, BE IT RESOLVED**, that the Commission hereby approves the following wage adjustments below and reflected on the pay schedule affixed hereto as Attachment A:

- A merit increase for eligible Command staff (anniversary pay increment) of 3.5% effective the first full pay period following the employee's anniversary date in FY24.
- A five and one-half percent (5.5%) Cost of Living Adjustment to be effective the pay period beginning January 7, 2024.

**NOW THEREFORE, BE IT FURTHER RESOLVED**, that the Commission hereby also approves the provisions attached hereto as Exhibit B, and incorporated by reference herein, to maintain consistency in specific working conditions and benefits across its Park Police force.

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

\*Exhibit A to be presented at Commission meeting, following closed discussion of item.

Approved for legal sufficiency:

*Ben Rupert*

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Ben Rupert, Principal Counsel

This is to certify that the foregoing is a true and correct copy of Resolution #23-05, taken by The Maryland-National Capital Park and Planning Commission on the motion of Commissioner Washington, seconded by Commissioner Geraldo, with Commissioners Bailey, Branson, Geraldo, Hill, Piñero, Presley, Shapiro, Washington, and Zyontz voting in favor of the motion, and Commissioner Doerner absent during its regular meeting on Wednesday, February 15, 2023, held virtually and in person at the Wheaton Regional Headquarters Building Auditorium in Wheaton, Maryland.



Asuntha Chiang-Smith  
Executive Director