



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION  
6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 24-26

### EMPLOYMENT AND EMPLOYEE REFERRAL BONUSES

WHEREAS, pursuant to the provisions of Division II of the Land Use Article of the Annotated Code of Maryland and the Merit System Rules and Regulations, the Maryland-National Capital Park and Planning Commission (“Commission”) shall have the responsibility and authority to manage and direct the operations of the work program within the confines of the adopted budget and approved administrative procedures; and

WHEREAS, the Commission is intent on enhancing its competitive relationship in comparison to similar employers regarding attracting and retaining individuals in certain key "hard-to-fill" positions as identified by Department Heads and approved by the Executive Director; and

WHEREAS, the Commission recognizes the benefits of employment and employee referral bonuses to stimulate decisions and attract applicants to the Commission during these times of high vacancy rates and limited human resources; and

WHEREAS, the Commission has established a maximum employment bonus of:

- a. Up to \$10,000 per applicant for a Park Police Officer position.
- b. Up to \$7,500 per applicant for a Merit System position with an annual salary of \$95,001 or higher.
- c. Up to \$5,000 per applicant for a Merit System position with an annual salary between \$65,001 - \$95,000.
- d. Up to \$3,000 per applicant for a Merit System position with an annual salary less than \$65,000; and

WHEREAS, the Commission has also established a maximum referral bonus of \$500 for the referral of an applicant for a Merit position and up to \$50 for the referral of applicant for a Seasonal position; and

WHEREAS, these bonuses are not subject to the limitations imposed by the Performance Recognition Program. All other administrative terms and conditions for the award of the bonuses are to be developed and distributed by the Executive Director.


NOW, THEREFORE, BE IT RESOLVED the Commission hereby adopts, as recommended by the Department Heads, the Employment and Employee Referral Bonuses effective January 1, 2025.

BE IT FURTHER RESOLVED that the Executive Director is directed to prepare appropriate language to be included in Commission policy to effectuate the provisions of this Resolution.

Approved for legal sufficiency:

  
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Ben Rupert, Principal Counsel

This is to certify that the foregoing is a true and correct copy of a resolution 24-26, adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Hedrick, with Commissioners Bailey, Bartlett, Doerner, Harris, Hedrick, Geraldo, Linden and Pedoeem voting in favor of the motion, with Commissioners Shapiro and Washington being absent from the vote, at its regular meeting held virtually and in person at the Wheaton Headquarters Building in Wheaton, Maryland on Wednesday, December 18, 2024.

  
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William Spencer  
Acting Executive Director