



## Department of Human Resources and Management Maryland-National Capital Park and Planning Commission

HUMAN RESOURCES DIVISION  
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April 16, 2025

TO: Commission

VIA: Todd Allen, Human Resources Director  
Boni L. King, Manager Classification and Compensation

FROM: Artie Harris, Chair and Peter Shapiro, Vice Chair  
Commission

SUBJECT: Merit System Board Appointment of Shanna Brewton-Tiayon

### **REQUESTED ACTION:**

The Commission is asked to approve the appointment of Shanna Brewton-Tiayon to the Merit System Board in order to fill the vacancy that exists due to the resignation of Michael Strand effective December 15, 2024. Mr. Strand's term will expire on December 1, 2026.

Merit System Board members are appointed by the Commission for four-year terms. The Commission may fill a vacancy on the Board, created other than by completion of a member's term of office, for the period of the unexpired term. The Commission may reappoint a member for a new term in the same manner as for the making the original appointment. At the expiration of a term, a Board member shall serve until reappointed or replaced. No appointee shall be a Park and Planning Commission member or employee at the time of appointment or during the term of appointment.

The Board is composed of three (3) members, who are knowledgeable and experienced in personnel matters. Board members must be residents of the Maryland Wasington Regional District (Montgomery and Prince George's Counties) with no more than two (2) members from any one County. Ms. Shanna Brewton-Tiayon is a resident of Montgomery County. One member of the Board shall be named by the Commission as Chairperson and shall serve in that capacity at the pleasure of the Commission. The Merit System Board shall elect the Vice Chairperson.

Shanna Brewton-Tiayon's bio is attached.

## **Shanna Brewton-Tiayon**

Dr. Shanna B. Tiayon is a Social Psychologist and Human Resources professional with more than 20 years of experience in HR, specializing in: employee relations, workplace ethics, policy development and workplace culture. She's led international human resources teams abroad for U.S. headquartered INGOs based in Sub-Saharan Africa. After her tenure abroad, Dr. Tiayon served in senior level Human Resource(HR) consultative roles within the non-profit and technical sectors. Currently she is an HR thought leader through her work with her company Yes Wellbeing Works, providing organizations with guidance on creating workplaces that support employee wellbeing.

Dr. Tiayon is a regular contributor to Greater Good magazine, where many of her articles unpack academic research that provide science driven guidance to workplaces. She was a 2024 Culture Amp Top 25 Emerging Culture Creator (a global recognition). Her work on psychological safety in organizations was recognized by the American Psychological Association. Dr. Tiayon is also a regular keynote speaker for regional HR conferences: Washington D.C. SHRM, HR Virginia, Northeast HR Association, and VA Department of Human Resources Management.



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC RESOLUTION No. 25-07

**MERIT SYSTEM BOARD APPOINTMENT  
(SHANNA BREWTON-TIAYON)**

**WHEREAS**, pursuant to Section 16-103 of the Land Use Article of the Annotated Code of Maryland (“Land Use Article”) and the Merit System Rules and Regulations, the Maryland-National Capital Park and Planning Commission (the “Commission”) shall have the authority, obligation and responsibility to appoint a Merit System Board to oversee the Merit System; and

**WHEREAS**, a vacancy exists on the Merit System Board due to the resignation of Michael Strand, Vice Chair, effective December 15, 2024; and

**WHEREAS**, Michael Strand’s resignation occurred prior to the expiration of his term on December 1, 2026; and

**WHEREAS**, the Commission undertook a search for a candidate to fill this vacancy; and

**WHEREAS**, the Commission Chair, Artie Harris and Vice-Chair, Peter Shapiro are recommending that Shanna Brewton-Tiayon be hired to serve the remainder of Michael Strand’s term; and

**WHEREAS**, Shanna Brewton-Tiayon possesses the qualifications and experience necessary to serve on the Merit System Board; and

**WHEREAS**, in accordance with Section 16-103 of the Land Use Article and the Merit System Rules and Regulations, the Commission may fill a vacancy on the Board.

**NOW, THEREFORE, BE IT RESOLVED**, that the Commission hereby approves, ratifies, and memorializes the appointment of Shanna Brewton-Tiayon to serve as a member of the Merit System Board effective April 16, 2025, and

**BE IT FURTHER RESOLVED**, that Ms. Shanna Brewton-Tiayon shall serve the remainder of the unexpired term of Michael Strand which expires on December 1, 2026.

Reviewed for Legal Sufficiency:

Michael W. Aniton  
Deputy General Counsel

CERTIFICATION

This is to certify that the forgoing is a true and correct copy of Resolution 25-07 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Bailey, with Commissioners Bailey, Geraldo, Hedrick, Linden and Shapiro in favor of the motion, with Commissioners Bartley, Harris, Pedoeem and Washington being absent for the vote at its regular meeting held on April 16, 2025.

  
William Spencer, Acting Executive Director