



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 25-13

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 sign-on 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, on or about December 18, 2024, the Commission adopted Resolution No. 24-26 establishing up to \$7,500.00 as the maximum employment sign-on bonus per newly-hired non-park police Merit System position, up to \$10,000 as the maximum employment sign-on bonus per newly-hired park police officer, and up to \$500.00 as the maximum employee referral bonus per newly-hired employee. These bonuses are not subject to the limitations imposed by the Performance Recognition Program; and

WHEREAS, the Commission desires to further control costs and reduce total expenditure on employment sign-on bonuses and employee referral bonuses.

NOW, THEREFORE, BE IT RESOLVED, the Commission establishes a maximum employment sign-on bonus of:

- a. Up to \$10,000 per applicant for a Park Police Officer position.
- b. Up to \$7,000 per applicant for a Merit System position with an annual salary of \$120,001 or higher.
- c. Up to \$5,000 per applicant for a Merit System position with an annual salary between \$75,001 - \$120,000.
- d. Up to \$3,000 per applicant for a Merit System position with an annual salary less than \$75,000.
- e. Up to \$500 per applicant for a Seasonal/Intermittent contract position; and

BE IT FURTHER RESOLVED, the Commission suspends the referral bonus program for Merit System and Seasonal/Intermittent contract positions for Fiscal Year 2026; and

BE IT FURTHER RESOLVED, the Commission hereby adopts, as recommended by the Department Heads, the employment sign-on bonuses effective July 1, 2025.

BE IT FURTHER RESOLVED, all other administrative terms and conditions for the award of the bonuses are to be developed and distributed by the Executive Director.

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:



Michael W. Aniton 5/30/2025

This is to certify that the foregoing is a true and correct copy of Resolution #25-13, taken by The Maryland-National Capital Park and Planning Commission on the motion of Commissioner Geraldo, seconded by Commissioner Washington with Commissioners Geraldo, Harris, Linden, Pedoeem, Shapiro and Washington voting in favor of the motion, and Commissioners Bailey, Bartley and Hedrick being absent during its regular meeting on Wednesday, June 18, 2025, held virtually and in person at the Wheaton Headquarters Auditorium in Wheaton, Maryland.



William Spencer, Acting Executive Director, M-NCPPC