



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 26-07

INDEFINITE SUSPENSION OF THE
EMPLOYEE REFERRAL BONUS PROGRAM

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 bonuses to stimulate decisions and attract applicants to the Commission during times of high vacancy rates and limited human resources; and

WHEREAS, on or about May 30, 2025, the Commission adopted Resolution No. 25-13 establishing up to \$7,500.00 as the maximum employment sign-on bonus per newly-hired non-park police Merit System position, and up to \$10,000 as the maximum employment sign-on bonus per newly-hired park police officer; and, suspending the referral bonus program for Merit System and Seasonal/Intermittent contract positions for Fiscal Year 2026. These bonuses are not subject to the limitations imposed by the Performance Recognition Program; and

WHEREAS, the Commission desires to further control costs and indefinitely eliminate expenditures on employee referral bonuses.

NOW, THEREFORE, BE IT RESOLVED, the Commission reaffirms 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 indefinitely suspends the referral bonus program for Merit System and Seasonal/Intermittent contract positions effective July 1, 2026; and

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:
/s/ Michael W. Aniton
Deputy General Counsel