



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 25-15

**FISCAL YEAR 2026 AGREEMENT ON WAGES FOR PARK POLICE OFFICERS
AT THE COMMAND RANKS OF LIEUTENANT, CAPTAIN, AND
COMMANDER, AND PARK POLICE CANDIDATES**

WHEREAS, §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;

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;

WHEREAS, the FOP has a Collective Bargaining Agreement with the Commission, effective February 1, 2023, through January 31, 2026 ("Agreement"), covering wages, retirement, promotions, and other items of significant fiscal cost;

WHEREAS, Article V of the Agreement requires the parties to re-open negotiations regarding fiscal year 2026 wages and other matters;

WHEREAS, in January 2025 the Commission's designated management team began negotiations with FOP in good faith pursuant to Article V of the Agreement, regarding wages and other matters;

WHEREAS, a tentative agreement has now been reached between the Commission and the FOP addressing certain Fiscal Year 2026 wage adjustments and other matters for represented Park Police Officers;

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

WHEREAS, contingent on the final ratification of the FOP tentative agreement by both the Commission and the FOP, the Commission desires to maintain consistency in certain economic terms across all Park Police, and address areas specific to Park Police Command Officers and Park Police Candidates.

NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission hereby adopts the following wage adjustments and authorizes the Acting Executive Director to implement the following actions for eligible Command Officers and Candidates:

1. For Fiscal Year 2026, a regular Merit pay increment (step increase) of up to 3.5% effective the first full pay period after an employee's anniversary date;
2. Effective the first full pay period following July 1, 2025, a one and one-half percent (1.5%) COLA; and,
3. Effective the first full pay period following January 1, 2026, a one and one-quarter percent (1.25%) COLA.

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Acting Executive Director to take action as may be necessary to implement this resolution.

Approved for legal sufficiency:

Ben Rupert, Principal Counsel

This is to certify that the foregoing is a true and correct copy of Resolution #25-15, 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