



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

M-NCPPC Resolution 25-19

**FY26 COST-OF-LIVING ALLOWANCE
FOR NON-REPRESENTED MERIT AND TERM CONTRACT EMPLOYEES
(Excluding Park Police Command Staff and Park Police Candidates)**

WHEREAS, the Maryland-National Capital Park and Planning Commission (“MNCPPC”) submitted its proposed Fiscal Year 2026 operating and capital budget to the Montgomery and Prince George’s County Councils in compliance with §18-105 of the Land Use Article of the Annotated Code of Maryland; and

WHEREAS, on May 9, 2025, the joint County Councils reviewed and approved the Bi-County budget items allocable to both counties and authorized compensation and benefits adjustments within the total dollars proposed by the M-NCPPC; and

WHEREAS, the Commission has recently adopted wage Resolution 25-14 on June 18, 2025 for Merit positions covering represented Police Officers and Resolution 25-15 for non-represented Police Officers (comprised of the command ranks Lieutenant, Captain and Commander, and Park Police Candidates) and therefore, these positions are not covered by this Resolution; and

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts specific economic terms for non-represented Merit System employees and Term Contract employees (assigned to the General Service Pay Scale) a merit increase (anniversary pay increment) of up to 3.5% for Fiscal Year 2026; and

BE IT FURTHER RESOLVED that the Commission hereby adopts for Fiscal Year 2026 a 1.25% Cost of Living Adjustment (“COLA”) effective the first full pay period on or after September 28, 2025; and

BE IT FURTHER RESOLVED that the Commission hereby adopts for Fiscal Year 2026 a 1.20% Cost of Living Adjustment (“COLA”) effective the first full pay period on or after the first full pay period of February 2026; and

BE IT FURTHER RESOLVED that the Commission hereby approves Effective July 1, 2025, Annual Merit increases for General Service Merit and Term Contract employees retroactive to the date earned; and

BE IT FURTHER RESOLVED that the Commission hereby adopts for Fiscal Year 2026 a 0.5% (half percent) lump sum payment for all non-represented Merit System employees, who have reached top-of-grade and are therefore, not eligible for an anniversary (merit) pay increment; and

BE IT FURTHER RESOLVED that the Commission does hereby authorize the Executive Director to take action as may be necessary to implement this resolution.

CERTIFICATION This is to certify that the foregoing is a true and correct copy of Resolution No. 25-19 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Washington, seconded by Commissioner Geraldo, with Chairman Barnes, Vice Chair Harris, Commissioners Bartley, Hedrick, Geraldo, Linden, Pedoeem and Washington voting in favor of the motion, at its regular meeting held on Wednesday, September 24, 2025 at the Department of Parks and Recreation Administration Auditorium in Riverdale, Maryland and broadcast by the Department of Parks and Recreation, Prince George's County.

Approved for Legal Sufficiency:
Debra Borden, General Counsel
September 12, 2025

William Spencer Acting Executive Director