



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution No. 25-25

**FY 2026 ANNIVERSARY PAY INCREMENTS
FOR CERTAIN SEASONAL/INTERMITTENT AND TERM CONTRACT EMPLOYEES**

WHEREAS, the Maryland-National Capital Park and Planning Commission (“M-NCPPC”) 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, Commission Practice 2-16 (Contract Employment) allows for the award of anniversary pay increments to seasonal/intermittent and term contract employees assigned to the General Service, Seasonal/Intermittent, Tennis Instructor, and Specialty Services Pay Plans in accordance with the Performance Evaluation System for Contract Employees; and

WHEREAS, Commission Practice 2-16 provides that employees assigned to the Seasonal/Intermittent Aquatic Pay Plan or the Revenue Sharing Pay Plan shall not receive anniversary pay increments; and

WHEREAS, Commission Administrative Procedure 00-02 sets the anniversary pay increase at 3.5% at the end of the contract year, if the contract employee receives an overall satisfactory performance evaluation rating in accordance with the Performance Evaluation System for Contract employees.

NOW THEREFORE, BE IT RESOLVED that the Commission hereby adopts a maximum anniversary pay increment of 3.5% for FY 2026 for all seasonal/intermittent and term contract employees assigned to the Seasonal/Intermittent, Tennis Instructor, or Specialty Services Pay Schedules to be effective at the beginning of this fiscal year.

BE IT FURTHER RESOLVED that the Commission does hereby authorize the Acting Executive Director to take all actions as may be necessary to implement this Resolution.

APPROVED FOR
LEGAL SUFFICIENCY

Debra Borden, General Counsel
November 4, 2025

This is to certify that the foregoing is a true and correct copy of Resolution #25-25, taken by The Maryland-National Capital Park and Planning Commission on the motion of Commissioner Geraldo, seconded by Commissioner Pedoeem with Commissioners Barnes, Geraldo, Harris, Hedrick, Linden, Okoye and Pedoeem voting in favor of the motion, and Commissioner Bartley being absent during its regular meeting on Wednesday, November 1, 2025, held virtually and in person at the Wheaton Headquarters Auditorium in Wheaton, Maryland.



William Spencer, Acting Executive Director, M-NCPPC