



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-MNCPPC Resolution No. 26-05

**FISCAL YEAR 2026 REOPENER AGREEMENT ON WAGE ADJUSTMENTS
WITH THE MUNICIPAL AND COUNTY GOVERNMENT EMPLOYEES ORGANIZATION**

WHEREAS, the Maryland-National Capital Park and Planning Commission (the "Commission") 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 8, 2025, the joint County Councils reviewed and approved the Bi-County budget items allocated to both counties and authorized compensation and benefits adjustments within the total dollars proposed by the Commission; and

WHEREAS, §16-302 of the Land Use Article of the Annotated Code of Maryland requires the Commission to engage in collective bargaining for certain employees and under specified circumstances; and

WHEREAS, eligible Commission employees are organized into the Municipal and County Government Employees Organization/United Food and Commercial Workers Union, Local 1994 ("MCGEO") and have elected MCGEO to be their exclusive representative for the purpose of collective bargaining with the Commission; and

WHEREAS, MCGEO has a Collective Bargaining Agreement with the Commission, effective July 1, 2024 through June 30, 2027 ("Agreement"), covering wages, retirement, promotions, and other items of significant fiscal cost; and

WHEREAS, Article 5 of the Agreement requires the parties to re-open negotiations regarding Fiscal Year 2026 wages and other matters; and

WHEREAS, in February 2025 the Commission's designated management team began negotiations with MCGEO in good faith pursuant to Article 5 of the Agreement, regarding wages and other matters; and

WHEREAS, MCGEO declared impasse in May 2025 and invoked interest arbitration in accordance with §16-209 of the Land Use Article of the Annotated Code of Maryland; and

WHEREAS, through the use of binding interest arbitration the respective bargaining teams have resolved the re-opener items ("Reopener Agreement"); and

WHEREAS, having submitted the more reasonable offer as determined by the Arbitrator, the Reopener Agreement consists of the Commission's last final offer to MCGEO dated July 11, 2025; and

WHEREAS, the Reopener Agreement, will be deemed effective March 23, 2026, unless expressly specified otherwise and provides the following wage adjustments for MCGEO-represented employees for Fiscal Year 2026:

Merit/Service Increase

Bargaining unit members shall receive a Service Increment (Anniversary increase) of three and one-half (3.5) percent in Fiscal Year 2026, provided they are not at top of grade and otherwise satisfy the conditions set forth in Article 6 of the Agreement.

Cost of Living Adjustments

- One and one-quarter (1.25) percent for the first full pay period following August 1, 2025; and
- One and three tenths (1.30) percent for first full pay period following April 1, 2026.

Limited Base Pay Adjustments

- The payment of five hundred dollars (\$500.00) to the base pay of active career employees who, in the first pay period following May 1, 2026:
 1. Earn a base salary of less than forty-six thousand, five hundred dollars (\$46,500.00);
 2. Have worked with the Commission in a career position for at least one (1) year (as of the date of the payment); and
 3. Received an overall "2" on their most recent performance evaluation.
- The payment of seven hundred, fifty dollars (\$750.00) to the base pay of active career employees who, in the first pay period following May 1, 2026:

1. Earn a base salary of less than forty-six thousand, five hundred dollars (\$46,500.00);
2. Have worked with the Commission in a career position for at least three (3) years (as of the date of the payment); and
3. Received an overall "2" on their most recent performance evaluation.

NOW THEREFORE, BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves the provisions contained in the Reopener Agreement, as set forth above; and

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other appropriate staff to make, enter into, and execute such other agreements, instruments and further assurances, as well as amend any pay schedules, as may be necessary to effectuate this Resolution to approve and ratify the Reopener Agreement.

Approved for legal sufficiency:



Ben Rupert, Principal Counsel

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 26-05 adopted by The Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Harris, with Commissioners Barnes, Geraldo, Okoye, Jenkins, Matthews, Harris, Hedrick, Linden and Pedoeem voting in favor of the motion, with Commissioner Bartley being absent from the vote, at its meeting held on April 15, 2026, at the Prince George's County Department of Parks and Recreation Administration Auditorium in Riverdale, Maryland.



William Spencer, Acting Executive Director