



Commission Meeting Open Session Minutes July 15, 2026

The Maryland-National Capital Park and Planning Commission met in a hybrid format in-person at the Wheaton Headquarters Building in Wheaton, MD, and via videoconference. The meeting was broadcast by the Montgomery Planning Department.

Present

Montgomery County Commissioners

Artie Harris, Chair

Shawn Bartley (joined virtually at 10:42 a.m.)

James Hedrick

Josh Linden

Mitra Pedoeem (Virtual) (Left at 11:40 a.m.)

Prince George's County Commissioners

Billy Okoye

Brittany Jenkins (Virtual)

Gloria Lawlah

Lori Matthews

Chair Harris called the meeting to order at 10:10 a.m.

Item 1. Approval of the Consent Agenda

- a) Approval of July 15, 2026, Commission Meeting Agenda

ACTION: Motion of Commissioner Hedrick to approve the meeting agenda

Seconded by Commissioner Okoye

8 approved the items

Item 2. Approval of Commission Minutes

- a) Open Session – June 29, 2026

ACTION: Motion of Commissioner Okoye to approve the Commission Minutes of June 29, 2026

Seconded by Commissioner Hedrick

8 approved the items

Item 3. General Announcements

- a) Rotation of Chairmanship
- b) Upcoming Labor Day Holiday (September 7)
- c) Upcoming Hispanic Heritage Month (September 15 to October 15)

Item 4. Committee and Board Reports

- a) Employees' Retirement System Board of Trustees Regular Meeting Minutes from June 5, 2026 (for Information Only)

Pursuant to the Maryland General Provisions Article of the Annotated Code of Maryland, a closed session is proposed pursuant to:

- a) Section 3-305(b)(14), before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process – Topic: Medical Benefits RFP; and
- b) Section 3-305(b)(1), to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or any other personnel matter that affects one or more specific individuals – Topic: Executive Director

Item 5. Closed Session

ACTION: Motion of Commissioner Okoye to enter closed session
Seconded by Commissioner Hedrick
8 approved the item

On motion of Commissioner Okoye, seconded by Commissioner Hedrick, with Commissioners Harris, Hedrick, Jenkins, Lawlah, Linden, Matthews, Okoye, and Pedoeem voting in favor of the motion, and Commissioner Bartley absent, the Commission convened in Closed Session at 10:19 a.m. under the authority of Annotated Code of Maryland, General Provisions Article § 3-305(b) (14), before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process. Present for the meeting were Commissioners Harris, Hedrick, Jenkins, Lawlah, Linden, Matthews, Okoye, and Pedoeem.

Also present for this portion of the meeting were William Spencer, Acting Executive Director; Gavin Cohen, Secretary-Treasurer; Debra Borden, General Counsel; Emily Vaias, Principal Counsel; Todd Allen, Corporate HR Director, DHRM; Stacey Pearson, Corporate Procurement Director; and James Parsons, Sr. Technical Writer, DHRM.

Thereafter, the Commissioners considered another closed session item to (1), to discuss the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of an appointee, employee, or official over whom it has jurisdiction; or any other

personnel matter that affects one or more specific individuals. Present for the meeting were Commissioners Bartley, Harris, Hedrick, Jenkins, Lawlah, Linden, Matthews, Okoye, and Pedoeem.

Also present for this portion of the meeting were Debra Borden, General Counsel; Emily Vaias, Principal Counsel; Anne Lewis, Senior Manager, Raftelis Financial Consultants (virtual); Ilana Branda, Chief of Staff, Montgomery County Chair's Office; and James Parsons, Sr. Technical Writer, DHRM.

Open session resumed at 11:43 a.m.

Item 6. Action and Presentation Items

a) Calendar 2027 Benefit and Rate Renewal Recommendations (Allen)

ACTION: Motion of Commissioner Hedrick to approve the 2027 Benefit Rate Renewal recommendation to use excess reserve funds for Kaiser Permanente and Caremark rate increases

Seconded by Commissioner Linden

7 approved the item, Bartley abstained

Corporate HR Director Todd Allen discussed the M-NCPPC 2027 benefit and rate renewal recommendations. The Health and Benefits team worked with Aon Consulting, an independent benefits actuary, to assist with analyzing healthcare costs, recommending funding levels, and setting health plan premiums each year to ensure there is enough money to cover claims while managing financial risk. As a result of that work, no changes to health plan designs are proposed for 2027.

Two types of plans will be offered – a self-insured plan for which there are no recommended rate increases for active employees and only a 6.9% increase to the Medicare Complement Plan. Prescription drug costs are projected to increase by 21.4% due to inflation and specialty medications. The increase in these costs could potentially be lowered to 16.4% using reserve funds, which are at currently at over \$12.9 million – more than \$2.4 million over the required 12% reserve threshold.

A fully ensured plan will also be offered through Kaiser Permanente, the rates for which will increase by an estimated 11.6%, which could also be reduced using reserve funds.

Other recommended premium adjustments include a 3.0% increase for Delta Dental and Delta Care plans, with no increases for EyeMed, Securian Life Insurance, and MetLife Disability Plans.

Director Allen recommended using a portion of the more than \$2.4 million in excess reserves to lower the prescription drug plan from 21.4% to 16.4% and Kaiser Permanente from 8.9% to 6.9%, while retaining a portion of the existing excess reserve funds.

b) Proposed Administrative Practice 6-53 and Administrative Procedure 26-01, ID Badge Management (Beckham/Doaks)

ACTION: Motion of Commissioner Hedrick to approve the proposed Practice and Procedure
Seconded by Commissioner Okoye
8 approved the item

As detailed in the packet, Corporate Policy Chief Michael Beckham and Senior Policy Analyst Michael Doaks discussed proposed Administrative Practice 6-53 and Procedure 26-01, which will establish agency-wide standards for issuing, using, managing, monitoring, returning, and deactivating M-NCPPC identification badges. The proposed policies will apply to all employees, Commissioners, appointed officials, temporary staff, vendors, contractors, volunteers, interns, authorized visitors, and those responsible for administering the badge program. The policies were developed with input from departments, including both Park Police Divisions, and have the support of Department Heads and the Leadership Committee. If approved, the policies will take effect on January 1, 2027, to allow time for implementation.

The proposed practice and procedure were developed in response to a 2025 audit by the Office of the Inspector General, which identified weaknesses in the Commission's badge management practices, including inconsistent procedures, security gaps, and inadequate controls over badge issuance and oversight. The audit recommended creating an agency-wide policy with consistent standards while allowing departments to adopt additional requirements as needed.

As proposed, the policies will require all individuals to have unique assigned badges before entering M-NCPPC facilities, limit badge access to the minimum necessary for job duties, and prohibit shared or unassigned badges. They also establish approval and authorization processes, including identity verification, required documentation, written designation of Badge Administrators and alternates, and additional approvals for access to high-security areas or 24/7 access. Monitoring and accountability measures include requiring departments to maintain badge records and reconcile them with Park Police, who will oversee badge activation and deactivation, maintain centralized records, conduct annual audits, and provide training. Each department will be responsible for addressing any issues identified through the audit process.

Mr. Beckham added that the cost for implementation is marginal.

c) ERS – Reappointment of Public Member Trustees and Acknowledgement

ACTION: Motion of Commissioner Hedrick to approve the proposed appointments
Seconded by Commissioner Linden
8 approved the item

As detailed in the packet, ERS Executive Director Jaclyn Harris requested approval of the reappointment of Pamela Gogol as the Montgomery County Public Member Trustee and Sheila Morgan-Johnson as the Prince George's County Public Member Trustee, and the acknowledgement of Tanya Hankton as the Bi-County Open Trustee for three-year terms from July 1, 2026, through June 30, 2029.

Item 7.

Officers' Reports

Executive Director's Report

- a) CIO Quarterly Report (for information only)
- b) Quarterly Late Evaluation Report (for information only)

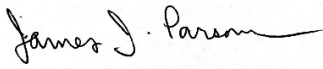
Secretary-Treasurer's Report

No report scheduled

General Counsel

- c) Litigation and Administrative Hearings Report (for information only)

Chair Harris adjourned the meeting at 12:17 p.m.



James J. Parsons, Senior Technical Writer



William Spencer, Acting Executive Director