

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S

AND

FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

July 21, 2026

Wages.For FY 2027:

Officers shall receive a **two and six-tenths percent (2.6%)** COLA, effective the first full pay period of **October, 2026**;

For FY 2028 and FY 2029:

The parties shall participate in reopeners for the second and third year of the contract (Fiscal Year 2028 and Fiscal Year 2029). During these reopeners, either party shall be able to present proposals relating to Section 5.1. Negotiations for each reopener shall begin on January 1 of the prior fiscal year. Absent mutual agreement between the parties, negotiations shall be completed by March 15 of the prior fiscal year.

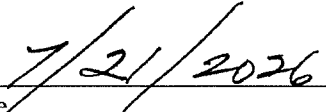
Wages

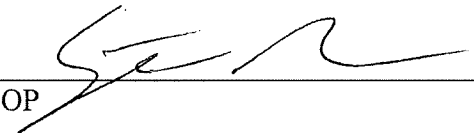
(A) Effective the first full pay period after July 1, 2022, the minimum starting salary of a Park Police Officer (PO2 Step B) shall be increased to \$54,620, and all subsequent steps shall be increased accordingly. Effective the first full pay period after **October 1, 2026**, the MNCPPC will implement the attached wage scale, which reflects a 5% promotional increment from PO2 to PO3, **7.50% from PO3 to PO4, and 10.00% from PO4 to PO5**, and 3.5% step increases from step B through step P. For PO-5, the pay scale reflects 3.5% step increases from Step B through Step Q. Additional service increments ASI-1, ASI-2, and, effective January 7, 2024, ASI-3 reflect an adjustment of 3.5% above the preceding step or ASI. There is a 5% step increase between PO3 through PO5, Steps A and B.

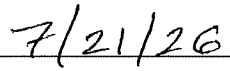
Withdrawals

FOP 30 and the M-NCPPC agree to withdraw any remaining proposals.


For M-NCPPC


Date


For FOP


Date

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
AND
FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

July 14, 2026

5.15 Canine Compensation

Effective the first full pay period following July 1, 2026, the following changes will be made to Section 5.15:

- (A) ~~Effective the first full pay period following July 1, 2014,~~ Canine officers responsible for the care and feeding of police dogs shall receive six (6) hours of compensatory leave each week for care and feeding of the police dog. Canine compensatory leave will be recorded separately from any compensatory leave that the officer earns from his/her regular police duties. ~~The "canine compensatory leave" will be treated the same as all other compensatory leave except that if a canine officer ever exercises the right to receive cash for that leave (as opposed to taking the time off) he or she will receive payment for the leave at 30% of the officer's normal rate of pay.~~ Canine officers shall not receive compensatory leave for any days or weeks when he or she is not responsible for care and feeding of a police dog.
- (B) The maximum canine compensatory hours will be ~~increased from 160 to~~ 240 hours. Once an officer has reached the maximum of 240 hours of accrued canine compensatory hours, **any excess canine compensatory hours will be converted to sick leave with one (1) hour of canine compensation equating to one-half (1/2) hour of sick leave.**
- (C) **No canine officer shall utilize more than forty (40) consecutive hours of canine compensatory leave in any calendar year without the express permission of his or her Division Chief. For clarification, it shall not constitute utilization of more than forty (40) consecutive hours of canine compensatory leave if an officer uses twenty (20) hours of canine compensatory leave for two consecutive shifts, uses twenty (20) hours of annual leave for the next two consecutive shifts, and then returns to work for his or her fifth consecutive scheduled shift.**
- (D) **If a canine officer separates from the Commission with a balance of canine compensatory leave under the maximum set forth in Section B, then the officer will receive payment for the leave at 30% of the officer's normal rate of pay.**

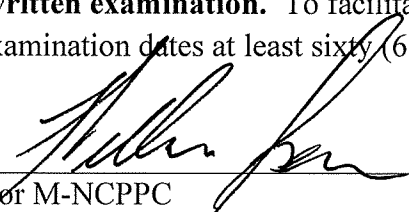
1. Section 11.2-- Application of Medical Standards:

Modify to confirm that:

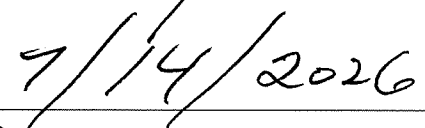
- 1) **The parties have previously agreed that medical examinations will continue in calendar year 2026 and shall be conducted either by the Commission's Medical Provider or by the officer's physician. If the officer's physician conducts the examination, the Commission agrees to a single, one-time reimbursement of up to Two Hundred, Seventy-Five Dollars (\$275.00) upon the receipt of the physician's invoice(s) by the Corporate Health and Benefits office.**
- 2) **There shall be no medical examinations for calendar year 2027.**
- 3) **The parties shall meet no later than January 31, 2027, to discuss their experience with medical examinations in 2026.**

Section 13.1 (U)-- Promotional Testing:

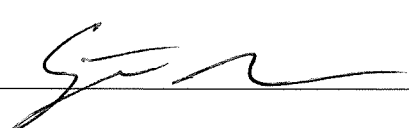
Officers seeking to participate in the promotional process will be required to provide the Department with written notice of their intent no less than thirty (30) calendar days prior to the written examination; **provided, however, officers shall be permitted to sit for the promotional process upon a showing of good cause as to why they failed to provide written notice at least thirty (30) days prior to the written examination.** To facilitate the process, the Department will issue notices of the written examination dates at least sixty (60) calendar days prior to the written examination.



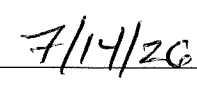
For M-NCPPC



Date



For FOP



Date

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
AND
FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

July 14, 2026

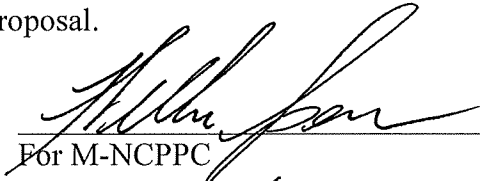
Wages.

For FY 2027:

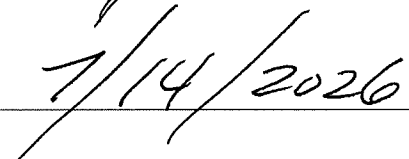
1. Officers shall receive a regular Merit/Step increase;
2. Officers shall receive the current ASIs if they would otherwise become eligible for an ASI during the fiscal year.

Retirement.

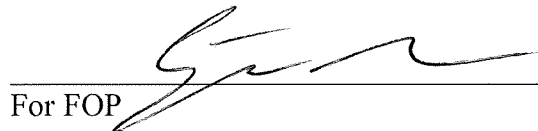
The M-NCPPC and the FOP agree to withdraw their remaining proposed changes to Article VIII – retirement, including the FOP's DROP proposal.



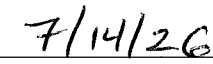
For M-NCPPC



Date



For FOP



Date

Signed
3/27/26

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION
AND
FRATERNAL ORDER OF POLICE LODGE 30

March 27, 2026
Tentative Agreement

Management accepts the FOP's proposals on Shift Differential (Section 5.3), On Call Pay (Section 5.6), Acting Pay (Section 5.10), FTO Pay (Section 5.11), Uniforms/Long Gun/Rifle (Section 7.1(C)), and Clothing Allowance (Section 7.2), as modified below:

5.3 Shift Differential

(A) Effective July 1, 2020, increase the evening shift differential from \$1.80 per hour to \$1.90 per hour. An evening shift shall be any shift that starts between 2:00 p.m. and 7:59 p.m. Effective February 1, 2021, increase the evening shift differential from \$1.90 per hour to \$1.95 per hour. Effective February 1, 2023, increase the evening shift differential from \$1.95 per hour to \$2.05 per hour. Effective February 1, 2024, increase the evening shift differential from \$2.05 per hour to \$2.15 per hour. **Effective the first full pay period following August 1, 2026, increase the evening shift differential to \$2.25 per hour. Effective the first full pay period following July 1, 2027, increase the evening shift differential to \$2.35 per hour.**

(B) Effective July 1, 2020, increase the midnight shift differential from \$2.60 per hour to \$2.70 per hour. A midnight shift shall be any shift that starts between 8:00 p.m. and 4:59 a.m. Effective February 1, 2021, increase the midnight shift differential from \$2.70 per hour to \$2.75 per hour. Effective February 1, 2023, increase the midnight shift differential from \$2.75 per hour to \$2.85 per hour. Effective February 1, 2024, increase the midnight shift differential from \$2.85 per hour to \$2.95 per hour. **Effective the first full pay period following August 1, 2026, increase the midnight shift differential to \$3.05 per hour. Effective the first full pay period following July 1, 2027, increase the midnight shift differential to \$3.15 per hour.**

5.6 On Call

An officer within the Motor, Horse Mounted, Investigative, Special Assignment Team, or Information Technology Units who is assigned to on-call duty shall receive twelve percent (12%) of the employee's regular straight rate of pay for each hour of on-call duty. **At the Officer's election, the Officer may elect to receive compensatory time in the amount of 1/8 hour for every on-call hour worked, in lieu of on-call pay.** Officers assigned to on-call duty shall not be permitted to transfer the on-call duty to another officer without receiving the express prior permission of the Unit Captain or designee. The Unit Captain or designee shall designate the time frame when the substitute officer shall receive the on-call pay. This provision is effective

January 1, 2006. No officer shall be disciplined or subject to any punitive action for failing to report during on-call hours unless the officer is being compensated for those hours as provided in this section.

5.10 – Acting Pay

(B) - Officers designated to serve in a supervisory capacity as officer-in-charge (OIC) for absent sergeants and lieutenants, shall be provided with one hour of compensatory time for each shift in which the officer performs OIC responsibilities.

5.11 Field Training Officer Compensation

Effective the first full pay period following February 1, 2023, Field Training Officers ("FTO") shall receive Five Dollars (\$5.00) per hour of FTO duty. FTO duty shall not exceed ten (10) hours in one working day without prior approval from the FTO's captain, except when the FTO's shift is extended past ten (10) hours due to normal operational requirements (e.g., a late-in-shift arrest or a late-in-shift service call). The FTO shall enter his or her FTO time in the Commission's timeclock system. Field Training Officer compensation will be paid in a lump sum at the end of the pay period in which the officer served as an FTO. **In addition, FTOs shall be awarded 1.25 hours of compensatory time for completing a 10-hour FTO shift and shall be awarded 1.0 hour of compensatory time for completing an 8-hour FTO shift.**

Field Training Officer compensation also will be paid to officers providing training to an officer transferring into either the Mounted or Motorcycle Sections. Field Training Officer Compensation will be paid to Detectives effective the first full pay period of January 2009.

7.1(C) Uniforms/Long Gun/Rifle

Subject to availability, both Divisions will provide a shotgun, long gun, or rifle to any officer assigned to a cruiser who requests a shotgun, long gun, or rifle and who is qualified to operate the weapon.

7.2 Clothing Allowance

(A) During the period from February 1, 2002 until the first full pay period after February 1, 2003, all officers assigned to special operations (motorcycle or horse mounted) and all detectives or investigators, community relations officers, public relations officers, and other officers who, for sixty (60) days or more in any calendar year, serve in an assignment in which they are normally expected to wear civilian dress clothing shall receive a clothing allowance of One Thousand Forty Dollars (\$1,040.00) per year. Effective the first full pay period after February 1, 2003, this allowance shall increase to One Thousand Eighty Dollars (\$1,080.00). Effective the first full pay period after February 1, 2004, this allowance shall increase to One Thousand One Hundred Twenty Dollars (\$1,120.00). Effective the first full pay period after July 1, 2014, this allowance shall increase to One Thousand, Three Hundred Dollars (\$1,300.00). Effective on the

later of the first full pay period after February 1, 2020 or the ratification of this Agreement, this allowance shall increase to One Thousand, Six Hundred Dollars (\$1,600.00). Effective the first full pay period after February 1, 2023, this allowance shall increase to One Thousand, Seven Hundred Dollars (\$1,700.00). **Effective the first full pay period after July 1, 2026, this allowance shall increase to One Thousand, Eight Hundred Dollars (\$1,800.00).**

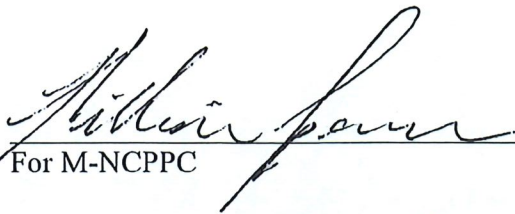
(B) During the period from February 1, 2002 until the first full pay period after February 1, 2003, all officers other than those listed in paragraph (A) above, shall receive an annual clothing allowance of Nine Hundred Ninety Dollars (\$990.00). Effective the first full pay period after February 1, 2003, this allowance shall increase to One Thousand Thirty Dollars (\$1,030.00). Effective the first full pay period after February 1, 2004, this allowance shall increase to One Thousand Seventy Dollars (\$1,070.00). Effective the first full pay period after July 1, 2014, this allowance shall increase to One Thousand, Two Hundred Dollars (\$1,200.00). Effective on the later of the first full pay period after February 1, 2020 or the ratification of this Agreement, this allowance shall increase to One Thousand, Five Hundred Dollars (\$1,500.00). Effective the first full pay period after February 1, 2023, this allowance shall increase to One Thousand, Six Hundred Dollars (\$1,600.00). **Effective the first full pay period after July 1, 2026, this allowance shall increase to One Thousand, Seven Hundred Dollars (\$1,700.00).**

(C) The quartermaster in each Division shall maintain samples of the uniform in each size and gender so officers may try on the uniforms before ordering them.

Section 14.15 – Minimum Patrol Staffing

Two times per year, in January and July, the Division Chiefs shall meet with the FOP President and another FOP representative to discuss then-current patrol staffing as it relates to officer safety. At each meeting, the FOP shall be permitted to make recommendations on squad assignments to ensure safe minimum patrol staffing. Management shall not be required to implement any FOP recommendation.

1. Management agrees to withdraw its proposal on Promotions (Section 13.1.F).
2. FOP agrees to withdraw its proposals on Purchase Orders: Safety Equipment (Section 7.3), and Retirement: Benefits Calculation (Section 8.1B).
3. FOP agrees to withdraw its proposals on Executive Protection Services (Section 5.3). If M-NCPPC resumes assignment of officers to Executive Protection Services during the term of this CBA, the FOP shall be permitted to make proposals concerning Executive Protection Services (Section 5.3) during any reopeners.


For M-NCPPC

3/27/26
Date


For FOP

3/27/26
Date

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
AND
FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

February 9, 2026

1. Management accepts the FOP's proposals on Multilingual Pay (Section 5.14) and Training Reimbursements (Section 14.3E), as modified below:

5.14 Multilingual Pay

No later than February 1, 2003, the Commission will establish testing procedures to measure an officer's conversational proficiency and written proficiency in selected languages other than English. Management shall select the languages for which interpretive service certification can be obtained. **Management will administer the language proficiency tests (oral and written) no later than ninety (90) days after an officer requests the test.**

(A) Effective February 1, 2020, any officer who passes the conversational proficiency test will be certified as an interpreter in the language tested, will be assigned to interpret that language as part of his/her job duties, and will receive a lump sum payment of One Thousand, Four (\$1,400.00).

(B) Officers who have passed the conversational proficiency test shall be eligible to seek a second certification by taking a written proficiency test. Effective February 1, 2020, any officer who passes the written proficiency test will be assigned to interpret that language as part of his/her job duties and will receive an additional lump sum payment of Seven Hundred Fifty Dollars (\$750).

(C) The Commission will pay an additional Two Hundred Fifty Dollars (\$250) premium for proficiency in a language where an identified need has not been met. This additional amount is a one-time premium available to any officer who passes either part A or the combination of parts A and B above. The Commission shall notify officers of the languages for which the one-time premium shall be paid.

(D) When an officer qualifies for the premiums in section A and B, as well as the additional one-time premium in section C above, he or she is entitled to a maximum of Two Thousand Four Hundred dollars (\$2,400.00) in multilingual pay in the first year and Two Thousand One Hundred Fifty dollars (\$2,150.00) in subsequent years.

14.3 Training

- (E) Requests for training reimbursements (including travel) shall be acted on by the relevant department no later than ~~thirty (30)~~ **ninety (90)** days after the Officer submits to the department ~~all the paperwork needed to act on the request.~~ **Effective July 1, 2028, requests shall be acted on by the relevant department no later than sixty (60) days after the Officer submits to the department all the paperwork needed to act on the request.**

2. FOP accepts Management's most-recent proposal on TAP:

Section 12.2—Tuition Assistance Program

Bargaining unit members shall remain eligible for tuition assistance in an amount equal to not more than ~~Two Thousand, Two Hundred Dollars (\$2,200.00)~~ **Two Thousand, Three Hundred dollars (\$2,300)** per fiscal year. If the Commission increases this amount for other employees, the increased amount will be applicable to the park police as well. Applications for tuition assistance shall continue to be made on the MNCPPC's Application for Training Assistance Form. Determination with respect to eligibility for tuition assistance will remain governed by MNCPPC Practice 2-31.

3. Management accepts FOP's proposal on military service as modified below:

Section 6.8 – Military Duty

Administrative leave for military training may not exceed a total of fifteen (15) workdays or **one hundred fifty (150) work hours (for officers working 10-hour shifts)** in any one calendar year. It may be granted in a block of consecutive calendar weeks, separate weeks, or workdays. Such leave shall be granted without loss of pay or altering the employee's accrued leave balances. The employee shall be allowed to retain all monies paid by the military for such duty. **Application procedures for administrative leave for military training shall follow the procedures of the Merit Rules.**

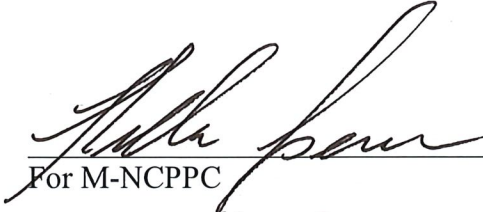
4. FOP accepts Management's Promotion proposal Section 13.1(O), as modified.

Section 13.1—Promotions.

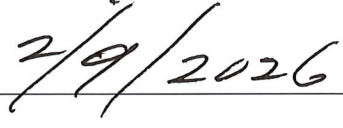
Modify Section 13.1 (O) to read as follows:

All officers who otherwise become eligible for promotion to P-4 on or after **February 1, 2026** will be required to have either earned ~~twenty-one (21)~~ **twenty-seven (27)** credits, from an accredited college, prior to being promoted or to be enrolled in classes on the execution date of this Agreement necessary to obtain the ~~twenty-one (21)~~ **twenty-seven**

(27) by the end of the next academic semester. In the later case, promotion will occur after the officer has earned the ~~twenty-one (21)~~ **twenty-seven (27)** credits. **Effective July 1, 2027, the required credit level shall increase from twenty-seven (27) to thirty-three (33) credits.**



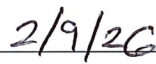
For M-NCPPC



Date



For FOP



Date

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
AND
FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

February 5, 2026

1. Management accepts the FOP's proposal on FOP Payroll Liaison (Section 3.6), Acting Pay (Section 5.10.1), and Uniforms/Facial Hair (Section 7.16), as modified below:

A. 3.6 – FOP Payroll Liaison

Management shall designate a specific employee within the Department of Finance to serve as the FOP President's point-of-contact with respect to payroll issues brought to the attention of the FOP. Management shall retain the unilateral right to change the point-of-contact at any time and for any reason. Management shall notify the FOP of such changes.

B. 5.10 – Acting Pay

1. Officers covered by this Agreement who are designated by a superior officer to serve a temporary assignment in a vacant position, including a position that is temporarily vacant due to injury/illness or approved leave, at a higher grade (e.g., acting sergeant, acting lieutenant, etc.) will, after fourteen (14) consecutive calendar days in such position, receive a ten (10) percent increase in base pay, but no less than the minimum and no more than the maximum pay of the higher graded position. This increase in pay shall be retroactive to the first day served in the acting position.

Officers shall continue at the increased pay until removed from the assignment. When the assignment is complete, the officer shall return to her/his former rank or position at the salary level that would have been received if the officer had served in that previous rank for the period of the temporary assignment.

When the Park Police Division and Department Head have determined an operational need exists to temporarily fill a vacant position with an acting individual, and such acting position is to last for more than 14 days, management will retain the officer in the acting capacity for at least 14 days unless management determines to end or modify the acting pay assignment in less than 14 days for reasons related to performance, discipline concerns, or fitness for duty limitations.

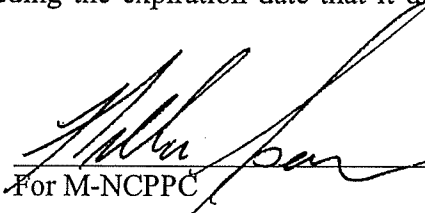
C. 7.1 Uniforms

- I. Effective July 1, 2026, Officers will be permitted to grow or maintain facial hair without requesting a "shaving waiver" from the Division Chief. Full profile beards shall be permitted. Except for officers working covert assignments, beards shall be neatly trimmed with a maximum hair length of one [1] quarter inch, hair coloring must appear natural, and beards must meet standards for gas masks and self-contained breathing apparatus (SCBA) requirements.
2. **FOP accepts Management's proposal on Duration (Section 15.6) and agrees to withdraw its proposals on Maternity/Paternity (Section 6.5); Retirement: Out of State Purchases (Section 8.1(N); Promotions (Section 13.1(p)), and Scheduling: SWAP Program (Section 14.1(H).**

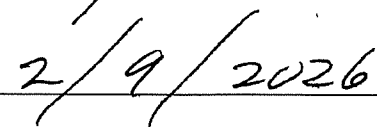
A. Section 15.6—Duration.

Modify Section 15.6 to read as follows:

This Agreement shall become effective February 1, ~~2026~~ 2023, and shall remain in full force and effect until January 31, ~~2029~~ 2026, unless otherwise stated in specific sections. This Agreement shall be automatically renewed from year-to-year thereafter unless either party notifies the other in writing no later than September 1 preceding the expiration date that it desires to terminate, modify, or amend this Agreement.



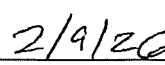
For M-NCPPC



Date



For FOP



Date

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
FRATERNAL ORDER OF POLICE LODGE NO. 30

TENTATIVE AGREEMENT

January 26, 2026

Section 14.4(B)(2)(b)—Secondary Employment Off Park Property.

Revise Section 14.4(B)(2)(b) to read as follows:

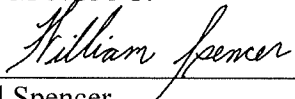
When the secondary employment off of park property is not security related, the officer shall complete and submit ~~an A-1 Form~~ a Non-Commission Employment Request Form (Commission Practice 2-24, Appendix A) to the ~~Department Head and~~ Division Chief, who shall review the information to ensure compliance with the General Provisions of this Agreement, Division Directives, and Commission policies relating to ethics and conflict of interest.

- (i) For non-security secondary employment that is temporary and will not last longer than a total of three (3) days (consecutive or not) in duration, officers shall be permitted to submit the Form at least five (5) days in advance of when the secondary employment is proposed to begin.
- (ii) For non-security secondary employment that is expected to last longer than three (3) days, the Form shall be submitted ten (10) days in advance of the start of such employment.
- (iii) The Division Chief shall review the information to ensure compliance with the General Provisions of this Agreement and Division Directives and the Commission's ethics and conflict-of-interest policies. When the secondary employment involves twenty (20) hours or more each week, the Division Chief shall also review the information to ensure that the secondary employment does not compromise the officer's ability to effectively perform his or her duties for the Commission.
- (iv) Provided the officer complies with the applicable advance-notice requirement (that is, 5 days or 10 days), if the officer has not received a response from the Commission in response to submission of the Form by the time the secondary employment is set to begin, the secondary employment shall be deemed provisionally approved. If the Commission ultimately informs the officer that the secondary employment is not approved because it violates this Agreement, Division Directives, or Commission ethics and conflict-of-interest policies (Commission Practice 2-24), the officer shall immediately terminate the secondary employment.

New Section 12.6 Trial Boards

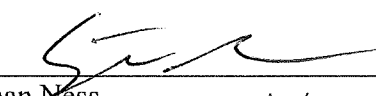
- 1. The Commission will not oppose a request by a charged officer to have his or her trial board conducted in person, provided that nothing in this Section shall prevent the Commission from moving or seeking to have any civilian witness testify virtually. When an officer requests an in-person trial board, the FOP shall pay one-half (1/2) of any additional expenses associated with the in-person trial board (e.g., travel expenses billed to the Commission by the ALJ and/or incremental security, but not the salaries of Commission employees working the trial board). The FOP acknowledges that, pursuant to the current agreement between the Commission and the Office of Administrative Hearings, final decision as to the format of the trial board will be made by the assigned ALJ.**
- 2. Unless prohibited by law or Maryland Police & Correctional Training Commission ("MPCTC") policy, the Commission shall provide the impacted officer with a copy of any communications sent to the MPCTC or any successor agency concerning the officer's certification as a police officer.**

For M-NCPPC:



Bill Spencer
1/26/2026

For FOP 30:



Jonathan Ness 2/9/26

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S

FRATERNAL ORDER OF POLICE LODGE NO. 30

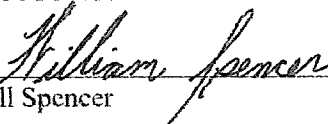
TENTATIVE AGREEMENT

January 26, 2026

TAKE HOME VEHICLE PROPOSALS

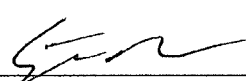
The Commission rejects the FOP proposal of January 26, 2026 and proposes that both sides withdraw all pending proposals related to Take Home Vehicles. Specifically, Management will withdraw its proposals on THV Forfeiture (Section 12.3) and Vehicle Logs (Section 12.3). The FOP will withdraw its proposals on elimination of the THV: School/Daycare (Section 12.2(B)) and THV Program: Continuation (Section 12.2(D)). The parties shall be permitted to make proposals concerning an extension of the THV pilot program during a Fiscal Year 2028 reopener.

For M-NCPPC:



Bill Spencer
1/26/2026

For FOP 30:



Jonathan Ness
1/26/26

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
AND
FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

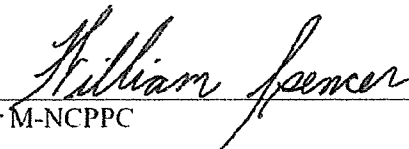
January 26, 2026

14.14 Officer Vests

The parties agree to modify Section 14.14 as follows:

All officers working in a Patrol capacity will be required to wear their soft body armor panels or vest when on duty.

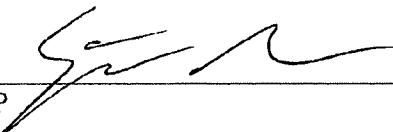
FOP agrees to withdraw its proposal concerning the LTD policy (Section 9.3(j)).



For M-NCPPC

1/26/2026

Date



For FOP

1/26/2026

Date

MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION'S
AND
FRATERNAL ORDER OF POLICE LODGE NO. 30

Tentative Agreement

January 12, 2026

1. Management accepts the FOP's proposals on FIT Program (Section 5.16) and Education Incentive (Section 5.18), as modified below:

5.16 Fitness Indicator Test (FIT) Program

(B) Except as described in paragraph (C), the test is made up of four components (run, sit-ups, push-ups and flexibility) and is based on the standards of the Prince George's County Police Department, in effect as of February 12, 2006. The standards are listed in Attachment C. Any changes to the composition of the test will be by mutual agreement between the Commission and the FOP and in writing. The test will be offered at least once a month and may be administered by a Defensive Tactics (DT) Instructor.

(E) The Commission shall compensate officers who pass the test on the following average scores:

Average score of 3 or better --350.00

Average score of 4 or better --~~450.00~~500.00

Average score of 5 or better -- ~~650.00~~700.00

Alternatively, an officer receiving an average score of 4 may elect to receive six (6) hours of PTO award leave in lieu of the cash award, an officer receiving an average score of 5 may elect to receive eight (8) hours of PTO award leave in lieu of the cash award.

5.18 Education Incentive

Effective the first full pay period following February 1, 2023, officers who have or attain an associate's degree, from an accredited institution, shall receive a one-time education incentive bonus of \$1,000.00. Effective the first full pay period following February 1, 2023, officers who have or attain a bachelor's degree, from an accredited institution, shall receive a one-time education incentive bonus of \$2,000.00.

Officers shall not be entitled to receive both an associate's and a bachelor's degree incentive bonus. Officers who receive the education incentive bonus shall be required to remain with the Commission for at least one year following receipt of the bonus; otherwise, the officer shall reimburse the Commission the full amount of the incentive bonus. Absent mutual agreement of

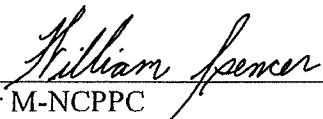
the Commission and FOP, this education incentive bonus program shall sunset effective January 31, ~~2026~~2029.

2. The FOP modifies its bereavement proposal as follows:

6.7 Bereavement Leave

Officers covered by this Agreement shall be entitled to take up to three working days of administrative leave in the event of death of the employee's father, mother, spouse, brother, sister, son, daughter, stepson, stepdaughter, grandparent, legal guardian, mother-in-law, or father-in-law, as defined in the Merit Rules and Regulations

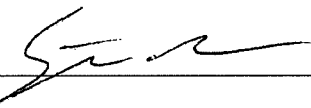
3. The FOP agrees to withdraw its proposals on Personal Leave (Section 6.4) and accepts Management's proposal on removing all references to Retirement Plan D from Article VIII of the Agreement.



For M-NCPPC

1/16/2026

Date



For FOP

1/12/26

Date

**M-NCPPC – FOP 30 FY2027 Negotiations
Tentative Agreement**

Replace current Section 14.8 with the following:

Section 14.8 – Vacant Positions

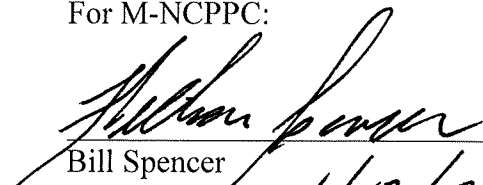
14.8 Vacant Positions

All vacant non-traditional patrol positions shall be advertised in both Divisions. Management shall not be required to interview more than three (3) officers per vacant position. All temporary duty (TDY) appointments to non-traditional patrol assignments will not last longer than one (1) year before advertisement and interview, as described above, will take place. The following assignments are traditional patrol assignments:

Montgomery Division	Prince George's Division
• Squad 1 • Squad 2 • Squad 3 • Squad 4 • Squad 5 • Squad 6	• Squad 10 • Squad 20 • Squad 30 • Squad 31 • Squad 40 • Squad 41 • Squad 50 • Squad 51 • Squad 60 • Squad 61 • National Harbor (Potomac River Waterfront)

If Management creates a new assignment that it intends to treat as a traditional patrol assignment, it will inform the FOP concerning the assignment's status before staffing the assignment.

For M-NCPPC:


Bill Spencer
1/12/2026

For FOP 30:


Jonathan Ness

M-NCPPC – FOP 30
FY2027 NEGOTIATIONS
TENTATIVE AGREEMENT

5.15 Canine Compensation

- (A) ~~Effective the first full pay period following July 1, 2014,~~ Canine officers responsible for the care and feeding of police dogs shall receive six (6) hours of compensatory leave each week for care and feeding of the police dog. Canine compensatory leave will be recorded separately from any compensatory leave that the officer earns from his/her regular police duties. ~~The “canine compensatory leave” will be treated the same as all other compensatory leave except that if a canine officer ever exercises the right to receive cash for that leave (as opposed to taking the time off) he or she will receive payment for the leave at 30% of the officer’s normal rate of pay.~~ Canine officers shall not receive compensatory leave for any days or weeks when he or she is not responsible for care and feeding of a police dog.
- (B) The maximum canine compensatory hours will be ~~increased from 160 to~~ 240 hours. Once an officer has reached the maximum of 240 hours of accrued canine compensatory hours, **any excess canine compensatory hours will be converted to sick leave with one (1) hour of canine compensation equating to one-half (1/2) hour of sick leave.**
- (C) No canine officer shall utilize more than forty (40) consecutive hours of canine compensatory leave in any calendar year without the express permission of his or her Division Chief. For clarification, it shall not constitute utilization of more than forty (40) consecutive hours of canine compensatory leave if an officer uses twenty (20) hours of canine compensatory leave for two consecutive shifts, uses twenty (20) hours of annual leave for the next two consecutive shifts, and then returns to work for his or her fifth consecutive scheduled shift.
- (D) **If a canine officer separates from the Commission with a balance of canine compensatory leave under the maximum set forth in Section B, then the officer will receive payment for the leave at 30% of the officer’s normal rate of pay.**

Section 11.2-- Application of Medical Standards:

Modify to confirm that:

- 1) The parties have previously agreed that medical examinations will continue in calendar year 2026 and shall be conducted either by the Commission’s Medical Provider or by the officer’s physician. If the officer’s physician conducts the examination, the Commission agrees to a single, one-time reimbursement of up to Two Hundred, Seventy-Five Dollars (\$275.00) upon the receipt of the physician’s invoice(s) by the Corporate Health and Benefits office.

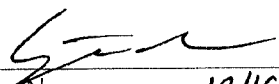
- 2) There shall be no medical examinations for calendar year 2027.
- 3) The parties shall meet no later than January 31, 2027, to discuss their experience with medical examinations in 2026.

Section 13.1 (U)-- Promotional Testing:

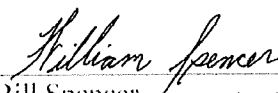
Officers seeking to participate in the promotional process will be required to provide the Department with written notice of their intent no less than thirty (30) calendar days prior to the written examination; **provided, however, officers shall be permitted to sit for the promotional process upon a showing of good cause as to why they failed to provide written notice at least thirty (30) days prior to the written examination.** To facilitate the process, the Department will issue notices of the written examination dates at least sixty (60) calendar days prior to the written examination.

DATED: December 10, 2025

For the FOP:


Jonathan Ness 12/16/25

For the Commission:


Bill Spencer 12/12/2025