

APPROVAL OF FISCAL YEAR 2027 COST OF LIVING ADJUSTMENTS
AND PASS THROUGH OF OTHER TERMS APPROVED FOR FOP
PARK POLICE COMMAND OFFICERS AND CANDIDATES

This Exhibit to Resolution 26-15, outlines a summary of the terms of employment that will be extended to non-represented Park Police Command Officers and Candidates, following the full ratification of the tentative FOP collective bargaining agreement that is effective February 1, 2026, through January 31, 2029. Specific terms will comply with the language identified in the signed tentative agreements with the FOP.

Terms and Conditions of Employment

1. Canine Compensation (§ 5.15): Extend amended provisions to Command Officers and Candidates.

Canine compensatory leave is not treated the same as all other compensatory leave. Increases the maximum canine compensatory hours from 160 to 240 and converts the excess hours to sick leave with one (1) hour of canine compensation equating to one-half (1/2) hour of sick leave. Permission from the Division Chief is required to utilize more than forty (40) consecutive hours of canine compensatory leave. Officers who separate from the Commission with a balance of canine compensatory leave under the maximum will receive payment for the leave at 30% of the Officer's normal rate of pay.

2. Fitness Indicator Test Program (§ 5.16): Extend amended provisions to Command Officers.

Officers who meet higher fitness standards than those that are part of the bi-annual physical exam, presently receive an incentive between \$300-\$650 annually, based on level achieved. The amendment increases the amounts by \$50 for the highest two levels.

3. Education Incentive (§5.18): Extend amended provisions to Command Officers. Extends the incentive bonus program to obtain an associate or bachelor's degree through January 31, 2029.
4. Bereavement Leave (§6.7): Extend amended provisions to Command Officers. Adds stepson and stepdaughter to the individuals for whom bereavement leave may be taken.
5. Military Duty (§6.8): Extend amended provisions to Command Officers and Candidates. Limits administrative leave for military training for officers working 10-hour shifts to 150

work hours in any one calendar year.

6. Uniforms (§ 7.1): Extend amended provisions to Command Officers. Officers will be permitted to grow or maintain facial hair without requesting a shaving waiver. Full profile beards will be permitted and must meet standards for gas masks and self-contained breathing apparatus requirements.
7. Uniforms/Long Gun/Rifle (§ 7.1(C)): Extend amended provisions to Command Officers. Adds long gun and rifle to the list of weapons to be provided to qualified officers upon request.
8. Clothing Allowance (§ 7.2): Extend amended provisions to Command Officers. Increases the clothing allowance provided by \$100.
9. Application of Medical Standards (§ 11.2): Extend amended provisions to Command Officers. Medical Examinations will continue in calendar year 2026 and be conducted by the M-NCPPC's medical provider or the Officer's physician. A single, one-time reimbursement of \$275 will be paid for examinations conducted by the Officer's physician upon receipt of the invoice. No medical examination will be required for calendar year 2027.
10. Tuition Assistance Program (§12.2): Extend amended provisions to Command Officers. Increase the annual tuition reimbursement from \$2,200 to \$2,300 per fiscal year.
11. Trial Boards (§12.6): Extend amended provisions to Command Officers. Provide a copy of any communication sent to the Maryland Police & Correctional Training Commission, or any successor agency, concerning the Officer's certification as a police officer.
12. Officer Vests (§14.14): Extend amended provisions to Command Officers and Candidates. Requires Officers working in a patrol capacity to wear armor panels or vest when on duty.