

Exhibit A

Maryland-National Capital Park and Planning Commission

And

UFCW Local 1994 MCGEO

July 28, 2026

TENTATIVE AGREEMENT

Wages.

For FY 2027:

- Employees shall receive a regular Merit/Step increase;
- Employees shall receive the current longevity increment if they would otherwise become eligible for a longevity increment during the fiscal year;
- The Commission agrees to pay a 0.5% (one-half percent) lump sum payment in FY 2027 to top-of-grade bargaining unit members who are actively employed by the Commission on July 1, 2026. This calculation shall be made based on the employee's base salary paid the first full pay period following July 1, 2026. The lump sum amount for part-time employees shall be prorated as 75% of the full-time equivalent for the position held. Employees who are scheduled to receive a longevity step during FY 2027 are not eligible for this payment. This payment will be effective the first full pay period of October 2026.

United Food and Commercial Workers,
Local 1994, Municipal and County
Government Employees Organization

Maryland-National Capital Park
and Planning Commission

By: Lisa Blackwell-Brown

By: _____

Date 07/31/2026

Date

Signature: William Spencer

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