



M-NCPPC Resolution No. 26-12

**FISCAL YEAR 2027 MERIT INCREASE/ANNIVERSARY PAY INCREMENTS
AND OTHER ADJUSTMENTS FOR CERTAIN NON-REPRESENTED MERIT SYSTEM,
TERM CONTRACT AND SEASONAL/INTERMITTENT EMPLOYEES**

(Excluding Park Police Officers, Park Police Candidates,
and Park Police Command Staff)

WHEREAS, the Maryland-National Capital Park and Planning Commission (“M-NCPPC”) submitted its proposed Fiscal Year 2027 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 14, 2026, the respective County Councils reviewed and together acted to approve the Bi-County budget items allocated to both counties and authorized compensation and benefits adjustments within the total dollars proposed by the M-NCPPC; and

WHEREAS, the Commission will adopt separate wage Resolutions for Merit positions covering represented Police Officers, non-represented Park Police Candidates, and Park Police Officers comprised of the command ranks of Lieutenant, Captain, and Commander; these positions are not covered by this Resolution.

WHEREAS, Commission Practice 2-16 (Contract Employment) allows for the award of anniversary pay increments to Seasonal/Intermittent Contract employees assigned to the Seasonal/Intermittent, Tennis Instructor and Specialty Services Pay Plans in accordance with the Performance Evaluation System for Contract Employees; and

WHEREAS, Commission Practice 2-16 provides that Seasonal/Intermittent employees who are assigned to the Seasonal/Intermittent Aquatic Pay Plan or the Revenue Sharing Pay Plan shall not receive anniversary pay increments; and

WHEREAS, Commission Administrative Procedure 00-02 sets the anniversary pay increment at 3.5% for Seasonal/Intermittent employees assigned to Seasonal/Intermittent, Tennis Instructor, or Specialty Services Pay Plans.

NOW THEREFORE, BE IT RESOLVED, that the M-NCPPC hereby adopts a merit increase (anniversary pay increment) of up to three and one-half percent (3.5%) for Fiscal Year 2027 for non-represented Merit System employees and Term Contract employees (assigned to the General Service Pay Scale); and

BE IT FURTHER RESOLVED, that the Commission hereby adopts for Fiscal Year 2027, a lump sum payment of one-half percent (0.5%) for all non-represented Merit System employees

who have reached top-of-grade and are therefore not eligible for an anniversary (merit) pay increment, with the lump sum for part-time Merit System employees being prorated at 75% of the full-time equivalent for the position held. The calculation shall be made on the employee's base salary in effect July 1, 2026; and

BE IT FURTHER RESOLVED, that the Commission hereby adopts for Fiscal Year 2027, a Cost-of-Living Adjustment ("COLA") for non-represented Merit System employees and Term Contract employees (assigned to the General Service Pay Scale) of two and fifty-five hundredths percent (2.55%) to be paid as follows:

One and one-quarter percent (1.25%) effective the first full pay period following November 1, 2026 (November 8, 2026); and

One and thirty-hundredths percent (1.30%) effective the first full pay period following April 1, 2027 (April 11, 2027);

BE IT FURTHER RESOLVED, that the Commission hereby adopts a maximum anniversary pay increment of three and one-half percent (3.5%) for FY2027 for all Seasonal/Intermittent Contract employees assigned to the Seasonal/Intermittent, Tennis Instructor or Specialty Services Pay Plans; and

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director to take any action as may be necessary to implement this Resolution.

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 26-12 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Anderson, seconded by Commissioner Jenkins, with Commissioners Anderson, Bartley, Harris, Hedrick, Jenkins, Lawlah, Matthews, and Okoye voting in favor of the motion, and Commissioners Linden and Pedoeem absent at its regular meeting held virtually and in person at the Parks and Recreation Administration Building in Riverdale, Maryland, on Wednesday, September 16, 2026, and broadcast by the Prince George's Department of Parks and Recreation.



William Spencer, Acting Executive Director

Approved for legal sufficiency:



Ben Rupert, Principal Counsel