



Commission Meeting Open Session Minutes September 16, 2026

The Maryland-National Capital Park and Planning Commission met in a hybrid format in-person at the Prince George's Parks and Recreation Administration Building in Riverdale, MD, and via videoconference. The meeting was broadcast by the Prince George's County Department of Parks and Recreation.

Present

Montgomery County Commissioners

Artie Harris, Chair

Shawn Bartley (Virtual)

James Hedrick (Virtual)

Josh Linden (Virtual/left meeting at 11:00 a.m. during discussion of Closed Session Item 3a.; returned at 11:44 a.m.; left at 11:45 a.m.)

Mitra Pedoeem (Virtual/left meeting at 11:45 a.m. following the Closed Session meeting)

Prince George's County Commissioners

Kevin Anderson, Vice Chair

Billy Okoye (Virtual/left meeting at 10:55 a.m. during discussion of Closed Session Item 3a.; returned at 11:10 a.m. during discussion of Closed Session Item 3b.)

Brittany Jenkins (Left meeting at 12:46 p.m.)

Gloria Lawlah (Virtual)

Lori Matthews (Virtual)

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

Item 1. Approval of the Consent Agenda

- a) Approval of September 16, 2026, Commission Meeting Agenda
- b) Resolution 26-13 – Central Avenue-Blue/Silver Line Sector Plan and SMA

ACTION: Motion of Commissioner Anderson to approve the September 16, 2026, Commission Meeting Agenda and the resolution for the Central Avenue-Blue/Silver Line Sector Plan and SMA

Seconded by Commissioner Jenkins

10 approved the items

Item 2. Approval of Commission Minutes

- a) Open Session – July 15, 2026

ACTION: Motion of Commissioner Anderson to approve the meeting minutes of July 15, 2026

Seconded by Commissioner Jenkins

10 approved the item

Item 3. General Announcements

- a) 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 July 7, 2026 (for Information Only)
- b) Employees' Retirement System Education and Experience Study Report

As detailed in the packet, Patrick Nelson of Cheiron discussed the Education and Experience Study Report, which reviews actuarial assumptions used to calculate liabilities and set contribution levels. Actuarial assumptions are divided into economic assumptions, which include salary increases, inflation, administrative expenses, COLA, and discount rate; and demographic assumptions, which include mortality, retirement, termination, disability, unused sick leave, and marriage. These assumptions are updated every five years to ensure that the assumptions reflect actual experience or expected future trends. The changes take into consideration historical gains and losses, Unfunded Actuarial Liability changes, and future expectations. The changes from the Study discussed today will be adopted for the June 30, 2026, actuarial valuation.

Proposed Assumption changes for park police Plans C and D, and non-police employee plans A, B, and E include updated retirement and mortality rates.

Janet Cranna, also from Cheiron, discussed the Economic Assumptions Discount Rate, noting that the Employees' Retirement System Board of Trustees reviews the investment return assumption on a yearly basis, specifically risk tolerance, industry trends, plan maturity, and historic experience. Currently, the investment return assumption is 6.7%. Based on asset allocation the probability of achieving a 6.7% return over 10 to 20 years is approximately 50%.

Ms. Cranna discussed the funding policy and amortization, noting that the funding objectives are to provide sufficient assets for benefit payments, maintain generational equity, and minimize contribution volatility. Assets are valued at market and actuarial values and include a five-year smoothing period to stabilize funding status and contribution requirements. If the actuarial value is less than Actuarial Liability, the plan has an Unfunded Actuarial Liability, which must be paid down or amortized as part of the funding of the plan to spread gains and losses over a period of 15 years so that the funding of the Plan is stable.

The funding policy consists of the sum of amortization of the Unfunded Actuarial Liability and normal cost and expenses. The current contribution policy is to pay the sum of the Unfunded Actuarial Liability payment plus normal costs at the end of the year, including interest.

In response to Chair Harris's question regarding the current percentage of the employee pension plan that is funded, Ms. Cranna noted that the current funding ratio is valued at approximately 88%.

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

- a) Section 3-305(b)(9), to conduct collective bargaining negotiations or consider matters that relate to the negotiations – Topic: MCGEO & FOP Negotiations Update; and
- b) Section 3-305(b)(7), to consult with counsel to obtain legal advice on a legal matter; and Section 3-305(b)(8), to consult with staff, consultants, or other individuals about pending or potential litigation – Topic: Project Charge Litigation

Item 5. Closed Session

ACTION: Motion of Commissioner Anderson to enter closed session
Seconded by Commissioner Jenkins
10 approved the items

On motion of Commissioner Anderson, seconded by Commissioner Jenkins, with Commissioners Anderson, Bartley, Harris, Hedrick, Jenkins, Lawlah, Linden, Matthews, Okoye, and Pedoeem voting in favor of the motion, the Commission convened in Closed Session at 10:41 a.m. under the authority of Annotated Code of Maryland, General Provisions Article § 3-305(b)(9), to conduct collective bargaining negotiations or consider matters that relate to the negotiations. Present for the meeting were Commissioners Anderson, Bartley, Harris, Hedrick, Jenkins, Lawlah, Linden, Matthews, Okoye, and Pedoeem.

Also present for this portion of the meeting were William Spencer, Acting Executive Director; Debra Borden, General Counsel; Gavin Cohen, Secretary-Treasurer (virtual); James Hunt, Acting Director, Prince George's Planning (virtual); Darius Stanton, Director, Prince George's Parks and Recreation; Jason Sartori, Director, Montgomery Planning (virtual); Wes Aniton, Deputy General Counsel (virtual); Terri Bacote-Charles, Corporate Budget Director, DHRM (virtual); Gary Burnett, Deputy Director, Montgomery Parks; Mazen Chilet, Chief Information Officer (virtual); Darren Flusche, Deputy Director, Montgomery Parks; Bridget Stesney, Acting Deputy Director, Prince George's Parks and Recreation; and James Parsons, Sr. Technical Writer, DHRM.

Thereafter, the Commissioners considered another closed session item, Section 3-305(b)(7), to consult with counsel to obtain legal advice on a legal matter; and Section 3-305(b)(8), to consult with staff, consultants, or other individuals about pending or potential litigation Present for the meeting were Commissioners Anderson, Bartley, Harris, Hedrick, Jenkins, Lawlah, Linden, Matthews, Okoye, and Pedoeem.

Also present for this portion of the meeting were Debra Borden, General Counsel; Wes Aniton, Deputy General Counsel; and James Parsons, Sr. Technical Writer, DHRM.

Open session resumed at 11:49 a.m.

Item 6. Action and Presentation Items

- a) Parks Directors' Report (Figueredo/Stanton)

As detailed in the packet, and after opening remarks from Montgomery Parks Director Miti Figueredo and Prince George's County Parks and Recreation Director Stanton, John Thomas from Prince George's Department of Parks and Recreation and Planning

Supervisor Matt Folden from Montgomery Parks offered an overview of the 538 total miles of bi-county trails, split between 273 miles of natural surface trails, 265 miles of paved trails, and four bike parks across the counties. Currently, Prince George's Parks maintains 50 miles of natural surface trails and 187 miles of paved trails, while Montgomery Parks services 223 miles of natural surface trails and 78 miles of paved trails. According to the most recent county-wide surveys, trails, specifically natural surface, are the most used park amenities in both Counties.

Upcoming and ongoing trail programming in Montgomery includes the Roots to Rocks youth mountain biking program; the Open Parkways program that prohibits motorized a portion of Sligo Creek Parkway and Beach Drive on weekends; a new North Trail extension planned near Cabin John Creek, with trailheads planned for North and South Cabin John; and in addition to the Carrolls Knolls pump track that is currently under construction, construction for new bike parks at Carson Farm and Wheaton Regional Park will begin in 2029. Prince George's programs include the new Trail Finder application that allows residents to see trails' locations, descriptions, type, current construction projects and any resulting detours, and upcoming events; and wayfinding and branding initiatives on the Henson Creek, WB&A, and Central Avenue Connector Trails, as well as the Anacostia River System.

Collaboration between the counties will continue to include joint trainings, data sharing, joint project prioritization opportunities, joint programming, joint wayfinding and branding opportunities, the use of federal RAISE Grant funding for trail construction and maintenance and improvements such as new trail bridges, and collaboration on master plans and trail-oriented development.

The Commissioners thanked the Directors and Messrs. Thomas and Folden for their work on the presentation, with Commissioner Bartley requesting a ride-along bike tour of trails with staff.

b) CAS Cost Allocation

ACTION: Motion of Commissioner Anderson to approve the allocation of the bi-county operations budgets for the FY28 Proposed Budget

Seconded by Commissioner Jenkins

8 approved the item

As detailed in the packet, Corporate Budget Director Terri Bacote-Charles discussed updated labor cost allocation percentages for bi-county operations in the FY28 Proposed Budget. An analysis was conducted for the three-year period from FY24 through FY26. The analysis reviewed data extracted from the time-keeping system as well as key cost operational drivers, including the number of payments issued; the volume of PO's, contracts and purchase card transactions; the number of cash receipts and deposits; the number of employment applications; and the number of Personnel Actions processed.

The results of the analysis show that the updated percentages will shift approximately \$287,453 from Montgomery County to Prince George's County based on FY27 budget numbers.

Director Charles recommended the approval of the FY28 CAS allocation budget percentages for Montgomery and Prince George's Counties.

- c) Resolution 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

ACTION: Motion of Commissioner Anderson to approve wage adjustments
Seconded by Commissioner Jenkins
8 approved the item

As detailed in the packet, Acting Executive Director Bill Spencer discussed proposed FY27 wage adjustments for non-represented Merit, term contract, and seasonal/intermittent employees, which include an up to 3.5% annual merit increase or anniversary pay increment to the base salaries of eligible non-represented Merit, term contract, and seasonal/intermittent employees on their respective anniversary dates; a bifurcated 2.55% Cost of Living Adjustment (COLA) for eligible non-represented Merit employees and Term Contract employees, with the first payment of 1.25% paid the first full pay period after November 9, 2026, and the remaining 1.30% paid the first full pay period after April 1, 2027; and a 0.5% prorated lump sum payment for non-represented Merit employees who have reached the top of their grades and have received an overall performance rating of 2 on their most recent evaluation, with eligible part-time employees receiving 75% of the full-time equivalent.

- d) Resolution 26-14 – Approval of the 3-Year Collective Bargaining Agreement Between the M-NCPPC and the Fraternal Order of Police, Lodge No. 30 (Spencer)

ACTION: Motion of Commissioner Anderson to approve the wage adjustments
Seconded by Commissioner Jenkins
8 approved the item

Acting Executive Director Bill Spencer discussed proposed FY27 wage adjustments for members of the Fraternal Order of Police, Lodge 30, which include a 2.6% COLA; a standard 3.5% annual Merit increase based on an acceptable performance rating; Annual Service Increment adjustments, which are based upon good performance ratings and years of service for those who have reached top of grade and continue to perform at a high level; a 7.5% increase for promotions from the rank of Private to the rank of Corporal and a 10.0% increase for promotions from Corporal to Sergeant; a shift differential increase to \$2.25 per hour for officers working the evening shift that will increase to \$2.35 per hour as of the first full pay period following July 1, 2027, and an increase to \$3.05 per hour for officers working the night shift; and one hour of compensatory time for each shift an officer serves as the Officer-in-Charge.

- e) Resolution 26-15 – Approval of Fiscal Year 2027 Wage Adjustments and Pass-Through of Other Terms Approved for Park Police Command Staff and Park Police Candidates (Spencer)

ACTION: Motion of Commissioner Anderson to approve
Seconded by Commissioner Jenkins
8 approved the item

Acting Executive Director Bill Spencer discussed proposed FY27 wage adjustments and pass-through of other terms approved for Park Police command staff and Park Police candidates, which include a 3.5% Merit increase; a 2.6% COLA increase; a 10.0% increase in pay differential between Sergeants and Lieutenants; permission to grow or maintain closely cropped facial hair without requesting a shaving waiver; increased annual tuition reimbursement from \$2,200 to \$2,300 per fiscal year; and the addition of stepson and stepdaughter to those for whom bereavement leave may be taken.

- f) Resolution 26-16 – FY2027 Reopener Agreement on Wage Adjustments with the Municipal and County Government Employees Organization/United Food and Commercial Workers Union, Local 1994 (Spencer)

ACTION: Motion of Commissioner Anderson to approve the wage adjustments

Seconded by Commissioner Jenkins

8 approved the item

Acting Executive Director Bill Spencer discussed proposed FY27 wage adjustments for the Municipal and County Government Employees Organization (MCGEO)/United Food and Commercial Workers Union, Local 1994, which include a 3.5% annual Merit increase at the time of anniversary date; a bifurcated COLA adjustment of 1.25% after November 1, 2026, and an additional 1.30% after April 1, 2027; and a one-time lump sum payment of 0.5% of base salary as of June 30, 2026, for full-time employees at the top of their grade and having received an overall performance rating of 2, with eligible part-time employees receiving 75% of the full-time equivalent.

- g) Resolution 26-17 – Amended FY27 Operating Budget for ERS (Harris)

ACTION: Motion of Commissioner Anderson to approve the amended ERS budget and the accompanying Resolution

Seconded by Commissioner Jenkins

8 approved the item

As detailed in the packet, Executive Director for the M-NCPPC Employees' Retirement System Jaclyn Harris discussed the proposed amended FY27 ERS Operating Budget, which at \$3.8 million represents a 3.7% increase from the prior fiscal year. The requested changes are the result of recommended administrative and operational improvements identified by The Segal Group through its study that was commissioned by the Board of Trustees. The amended budget was reviewed and approved by the Board of Trustees at its September 1 meeting.

Commissioner Hedrick thanked Executive Director Harris and her staff for their work on the budget.

- h) Practice 2-24, Proposed Non-Commission Employment Exemption for Election Officials and Poll Workers (Beckham)

ACTION: Motion of Commissioner Anderson to approve the proposed amendment to Practice 2-24

Seconded by Commissioner Okoye

7 approved the item

As detailed in the packet, Corporate Policy Chief Michael Beckham discussed proposed amendments to Administrative Practice 2-24, Code of Ethics that would recognize an exemption for service as an election official or poll worker from the requirement to obtain prior approval for non-M-NCPPC employment. Staff generally need to get approval to engage in non-M-NCPPC outside employment, with the exceptions being service in the U.S Armed Forces, serving on the board of the M-NCPPC Credit Union or the Employees' Retirement System, pro bono legal representation, and participation in official activities of a union representing M-NCPPC employees. Employees engaging in election-related service will still be required to receive approval to use their leave.

- i) Proposed Amendments to Administrative Practice 1-50A, Organization and Functions of the Montgomery County Planning Department (Beckham)

ACTION: Motion of Commissioner Anderson to approve the Practice amendments
Seconded by Commissioner Okoye
7 approved the item

As detailed in the packet, Corporate Policy Chief Michael Beckham discussed proposed amendments to Administrative Practice 1-50A that were requested by the Montgomery County Planning Department to accurately reflect reorganization to the Department's internal structure.

Item 7.

Officers' Reports

Executive Director's Report

- a) MFD Quarterly Purchasing Statistics (for information only)

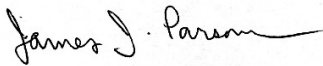
Secretary-Treasurer's Report

No report scheduled

General Counsel

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

Chair Harris adjourned the meeting at 1:00 p.m.



James J. Parsons, Senior Technical Writer

William Spencer, Acting Executive Director