



THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC Resolution Number 24-12

**ADOPTION OF FISCAL YEAR 2025 WAGE ADJUSTMENTS
AND OTHER TERMS APPROVED FOR THE MUNICIPAL AND COUNTY
GOVERNMENT EMPLOYEES' ORGANIZATION UFCW, LOCAL 1994**

WHEREAS, the Maryland-National Capital Park and Planning Commission submitted its proposed Fiscal Year 2025 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, the respective County Councils on May 9, 2024, reviewed and together acted to approve the Bi-County budget items allocable to both counties, which with regard to compensation and benefit adjustments authorized compensation adjustments within the total dollars proposed by the Maryland-National Capital Park and Planning Commission ("Commission"); and

WHEREAS, §16-202 of the Land Use Article of the Annotated Code of Maryland requires the Maryland-National Capital Park and Planning Commission (the "Commission") to engage in collective bargaining for certain employees and under specified circumstances; and

WHEREAS, eligible Commission employees are organized into the Service/Labor, Trades and Office/Clerical Bargaining Units and have elected the Municipal and County Government Employees Organization/United Food and Commercial Workers Union, Local 1994 ("MCGEO") to be their exclusive representative for the purpose of collective bargaining with the Commission; and

WHEREAS, the Commission's collective bargaining agreement with MCGEO expired as of June 30, 2024; and

WHEREAS, in fall 2023 the Commission's designated management team began negotiations with MCGEO in good faith on a new three-year contract; and

WHEREAS, the parties have reached a Tentative Agreement ("Agreement") on the terms and conditions of a three-year Collective Bargaining Agreement for Service/Labor, Office/Clerical and Trade Units, effective July 1, 2024, through June 30, 2027, and set forth in Exhibit A; and

WHEREAS, this agreement includes certain adjustments to Fiscal Year 2025 compensation for MCGEO represented employees as follows:

1. For Fiscal Year 2025, an anniversary (merit) pay increase of up to three and one-half percent (3.5%). This increase shall be awarded to eligible MCGEO represented employees at the beginning of the pay period in which the assigned anniversary date occurs in Fiscal Year 2025; and

2. For Fiscal Year 2025, MCGEO represented employees who have reached top of grade and are actively employed by the Commission on July 1, 2024, shall receive a one-half percent (0.50%) lump sum payment. This calculation shall be made based on the employee's base salary paid the first full pay period following July 1, 2024. The lump sum amount for part-time MCGEO represented employees shall be prorated as seventy-five percent (75%) of the full-time equivalent for the position held. MCGEO represented employees who are scheduled to receive a longevity step during FY 2025 are not eligible for this payment. This payment will be effective the first full pay period of FY 2025.

3. MCGEO represented employees shall receive a COLA of three and one-half percent (3.50%) effective the first full pay period following July 1, 2024.

4. MCGEO represented employees earning a base salary of less than forty-four thousand dollars (\$44,000.00) on May 1, 2025, shall receive an additional one-half of one percent (0.5%) increase in their base rate of pay effective the first full pay period following May 1, 2025.

NOW, THEREFORE BE IT RESOLVED, that the Maryland-National Capital Park and Planning Commission approves, and does hereby ratify, the terms of the tentative agreement contingent upon ratification of the Agreement by the Municipal and County Government Employees Organization/United Food and Commercial Workers Union, Local 1994.

BE IT FURTHER RESOLVED, that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other officers to make, enter into, and execute such other agreements, instruments, and further assurances, as well as amend any pay schedules, as may be necessary to effectuate its decision to approve and ratify the terms of the tentative agreement.

*Exhibit A to be presented at the Commission meeting, following closed discussion of the item.

This is to certify that the foregoing is a true and correct copy of Resolution No. 24-12 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Geraldo, seconded by Commissioner Hedrick, with Commissioners Bailey, Bartley, Geraldo, Harris, Hedrick, Linden Shapiro, Pedoeem and Washington in favor of the motion, and Commissioner Doerner being absent for the vote at its regular meeting held at the Wheaton Headquarter Building in Wheaton and virtually on Wednesday, July 17, 2024, and broadcast by the Montgomery Planning Department.

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Approved for legal sufficiency:

Ben Rupert
Ben Rupert, Principal Counsel

William Spencer
William Spencer, Acting Executive Director